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ABSTRACT

This is the fourth in a series of reports evaluating the Public Library Statistics (PLS) program, an annual census of public libraries in the United States. The census includes, in addition to a full count of public libraries and their outlets, a variety of statistics about the services provided by and, the financial condition and the staffing levels of public libraries. This report contains the results of an evaluation of the definitions and internal consistency of the staffing variables and a comparison of the statistics collected for these variables to selected statistics from independent sources. This evaluation was conducted to raise specific issues for discussion among members of the Federal State Cooperative System for Public Library Data. Chapter 1 evaluates the definitions used for the staff variables, while Chapter 2 considers the internal consistency of staff measures. Chapter 3 compares statistics from the public library census to those from other reference sources for public library staffing information. Four appendixes list the variables, libraries without paid staff, and library reports and directories, and present comparisons of dataset and other figures. (Contains 70 references and 14 tables.) (SLD)

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NATIONAL CENTER FOR EDUCATION STATISTICS

Technical Report August 1995

Staffing Data in the Public Library Statistics Program: Definitions, Internal Consistency, and Comparisons to Secondary Sources

A Report Prepared for
the National Center for Education Statistics
by the
Governments Division, Bureau of the Census

Carrol Kindel, Project Officer
National Center for Education Statistics

U.S. Department of Education
Office of Educational Research and Improvement NCES 95-186

U.S. Department of Education
Richard W. Riley
Secretary

Office of Educational Research and Improvement
Sharon P. Robinson
Assistant Secretary

National Center for Education Statistics
Jeanne E. Griffith
Acting Commissioner

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August 1995

Contact:
Carrol Kindel
(202) 219–1371

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FOREWORD

This is the fourth in a series of reports evaluating the Public Library Statistics (PLS) program, which is an annual census of public libraries in the United States. The program is sponsored by the Federal State Cooperative System for Public Library Data (the FSCS). The census includes, in addition to a full count of public libraries and their outlets, a variety of statistics about the services provided, the financial condition, and the staffing levels of public libraries. The FSCS consists of the state library agencies, the National Commission on Libraries and Information Services, the American Library Association, and the National Center for Education Statistics of the U. S. Department of Education.

The first report was an evaluation of coverage in the PLS program census, entitled *Report on Coverage Evaluation in the Public Library Statistics Program*. It is referred to throughout this report as the *Report on Coverage Evaluation*.

The second report was entitled *Report on Evaluation of Definitions Used in the Public Library Statistics Program* and is referred to as the *Report on Evaluation of Definitions*. It covered the four basic categories of variables found in the FSCS/PLS program.

The third report was an evaluation of the definitions and internal consistency of the financial variables, as well as a comparison of the FSCS/PLS program financial statistics to independent secondary sources.

This fourth report contains the results of an evaluation of the definitions and internal consistency of the staffing variables, and a comparison of the statistics collected for these variables to selected statistics from independent sources. The purpose of this evaluation is to raise specific issues for discussion among the FSCS members concerning the definitions and reporting for the employment variables.

This report was prepared for the National Center for Education Statistics by the Governments Division, Bureau of the Census.

Assistance from the many state library agencies, the FSCS liaisons in the states, the National Center for Education Statistics and the National Commission on Libraries and Information Science is gratefully acknowledged.

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ABBREVIATIONS USED IN THIS REPORT

The following abbreviations are used frequently throughout this report.

ALA--American Library Association--private organization. A principal reference for public library information.

DECPLUS--Data Entry Conversion for Public Library Universe System--a personal computer software package for use by the states and the federal government, to collect individual public library data, compile statistics, and generate tables.

FSCS--Federal State Cooperative System--a formal system whereby the state and federal governments work together to collect public library information and statistics. Established by law, with full participation by the National Center for Education Statistics, state library agencies, and the National Commission on Libraries and Information Science. The full title is the Federal State Cooperative System for Public Library Data.

FSCS/PLS--Federal State Cooperative System/Public Library Statistics Program--refers to the statistical program or dataset of the annual public library census.

NCES--National Center for Education Statistics--the federal agency, within the Department of Education, that is responsible for collecting library statistics on a national scale.

NCLIS--National Commission on Libraries and Information Science--the Commission is responsible for developing plans for meeting the library and information needs of the Nation, for coordinating federal, state, and local activities to meet these needs, and for advising the President and the Congress on national library and information science policy.

PLS--Public Library Statistics program--the annual census of public libraries conducted by the Federal State Cooperative System and released by the National Center for Education Statistics. The program being evaluated in this report.

SUMMARY AND PRINCIPAL FINDINGS

Summary

The objective of this report is to evaluate the statistics about public library staffing that are contained in the annual census of public libraries--the Public Library Statistics (PLS) program. Throughout this report, the statistics being evaluated are referred to as those contained in the FSCS/PLS dataset. This will eliminate possible confusion, since there are other sources of statistics on public libraries.

There are four staff variables, and one associated measurement concept, in the FSCS/PLS dataset. These four variables are: "ALA-MLS," "librarians," "other paid staff," and "total paid employees." The measurement concept that is important is that of full-time equivalent employment.

Chapter 1 of this report consists of an evaluation of the definitions used for the staff variables. The findings of the previous *Report on Evaluation of Definitions* are reviewed and an updated evaluation of the ALA-MLS staff variable is presented. The chapter also contains a discussion of the measure of full-time equivalent employment, building upon the initial evaluation of this concept contained in the *Report on Evaluation of Definitions*.

Chapter 2 of this report is an evaluation of the internal consistency of the staff measures found in the FSCS/PLS dataset. A number of tests were devised for this phase of the evaluation, intended to compare reported amounts for related variables, at both the individual public library and state aggregate levels.

Chapter 3 of this evaluation contains comparisons of statistics from the FSCS/PLS public library census to statistics contained in other reference sources. There were a limited number of sources containing staffing levels for public libraries. Where such statistics existed, however, they were useful for evaluating the data reported to the FSCS/PLS.

Principal Findings

Definitions

1. The reporting instruments used by the states to collect public library statistics on staffing contain instructions and definitions that conform reasonably well to the definitions found in the FSCS guidelines. For the four staff variables in the FSCS/PLS dataset, there were 116 instances of conformity or near conformity, with 59 instances of nonconformity. In 29 instances there was insufficient information to make an evaluation.

2. There are two findings with respect to the staff variable "ALA-MLS" librarians:

   2a. The variable for ALA-MLS should be retitled. Although the definition itself no longer restricts the category to librarians holding a master's degree in library science, the abbreviation implies this limiting condition. A new title would reinforce the broader application of the new definition.

   2b. The state reporting instruments conform to the FSCS guidelines in 24 states, with another 14 conforming only conditionally (they contain references to the pre-1992 FSCS definition that restricts this variable to an MLS degree). These 14 states might be in conformance for FSCS/PLS purposes, depending upon how they actually compile the variable measure.

3. The FSCS should clarify for the users its presentation of staff level statistics in terms of full-time equivalent measures. There is enough variation among the states to warrant a precautionary note.

4. The "paid staff" requirement contained in the current FSCS definition of a public library could be applied more consistently. Somewhat ambiguous prior to the 1992 reporting year, the definition, but not its application, was strengthened. It could be clarified by the FSCS.

5. There is potential for inconsistent reporting because of differences in the state use of unfilled positions in the staff definitions. Twenty-six of the states are explicit in including unfilled positions, six excluded such staff, and the remaining 19 did not specify in their instructions to reporting public libraries.

Comparisons to Secondary Sources

6. The FSCS/PLS data are generally consistent to the limited statistics about library staffing that are available from secondary sources. Where differences exist, they can often be explained by source differences in definition, timeframe, or objective of the survey coverage.

   6a. Comparisons to staff measures from the Public Library Data Service yielded favorable

results at the individual public library level. There were many instances of exact matches and the general conclusion is that the FSCS/PLS staff numbers represent the actual staff levels accurately. The direct comparisons usually yielded expected results based upon the differences in definition between the two statistical series. There were only a limited number of large discrepancies in reported staff among the public libraries compared.

6b. Comparisons to state sources were limited in number. However, where they could be made, they showed that the FSCS/PLS staff measures were consistent within states and generally in agreement with levels of staff reported by the states. Where differences in the reported staff levels existed between the FSCS/PLS and state sources, explanations were usually found.

6c. Comparisons to the Census Bureau's statistics covering state and local government employment were of limited value in most of the states. This was because of differences in the coverage between the two series, with the FSCS/PLS dataset based on public libraries as reporting units and the Census Bureau employment measures based on functional activities. Even so, the FSCS/PLS staff numbers were found to be very close to the library FTE numbers for 19 states in 1992. These include several large states, most notably California, Florida, and Illinois. In New York State the aggregate measure was very different (partly the result of the existence of regional library systems), but the New York City public library staff numbers were nearly identical.

Internal Consistency of the Staff Variables

7. The staff variables contained in the FSCS/PLS dataset show a high degree of internal consistency for most reporting applications:

- Details usually sum to expected totals.
- Reported amounts did not include or misuse the item nonresponse entries.
- Staff variables were for the most part consistent with nonstaff variables for books, reference transactions, and salaries.

8. One area that could be strengthened is the classification of "librarians." The staff measures for the "librarians" variable are not comparable among the states and for many individual public libraries. The issue is one of definition, with some states and public libraries applying a strict definition that requires a graduate, professional degree, while other states and public libraries use a less restrictive definition consistent with the FSCS. This issue is raised in all three chapters of this report.

9. There is a small degree of inconsistency in the reporting of unfilled positions.

CHAPTER 1. DEFINITIONS OF STAFF VARIABLES

1.0 Introduction

This chapter covers the definitions of the four staff variables for which employment statistics are collected in the annual public library census of the FSCS/PLS census. These are "ALA-MLS," "librarians," "other paid staff," and "total paid staff." (Definitions are below.) It consists of four additional sections. Section 1.1 summarizes a previous evaluation of the FSCS/PLS staff variable definitions. It is taken from the *Report on Evaluation of Definitions*.[1]

The *Report on Evaluation of Definitions* contained the results of the evaluation of the staff variable definitions, as well as the methodology used to measure full-time equivalent employment. That evaluation covered the definitions as they existed for the 1991 FSCS/PLS census.

Section 1.1 describes the findings from that previous evaluation. These findings are still pertinent. The section ends with some recommendations based upon the previous evaluation work. Since that report was issued, there has been a major change in one of the definitions, but the definitions for the other three variables have remained the same.

Section 1.2 contains an updated evaluation of the "ALA-MLS" staff variable. Of the four staff variables, this is the only one for which the definition changed during the 1990 - 1993 time frame.

Section 1.3 contains a discussion of the FSCS/PLS provision to include "unfilled positions" in the staff counts for the PLS program. This provision applies to all staff variables.

The last section (1.4) contains some findings and recommendations about the staff variable definitions and their applications.

Appendix A at the end of this report contains the FSCS definitions for each of the four staff variables. The definitions are shown for the reporting years 1990 through 1993.

1.1 Review of Previous Work

This section contains a review of the evaluation findings from the *Report on Evaluation of Definitions*. For each variable, there were four components to the evaluation. First, the FSCS definition was reviewed and discussed. Second, the state definitions were evaluated for their conformance to the FSCS definition. Third, the statistics from the 1991 FSCS/PLS census were examined. This was done to determine how each definition was applied, including ranges and consistency among the states. Fourth was a discussion of issues raised for each definition, points of clarification, possible alternative definitions, and recommendations.

Table 1-1 summarizes the findings from the *Report on Evaluation of Definitions* with respect to individual state conformance to the four basic FSCS/PLS staff variable definitions.

ALA-MLS Definition

The 1991 FSCS definition for "ALA-MLS" was:

> *These are paid librarians with a master of library science degree from programs accredited by the ALA. This category excludes all other librarians. This category is reported in FTE.*

The definition was noteworthy for its restriction to the Master of Library Science (MLS) degree. Only librarians holding an MLS degree from an institutional program accredited by the American Library Association (ALA) were to be counted in this category. The definition for 1990 was identical.

As shown in table 1-1, thirty-nine states used a definition that was consistent with the FSCS definition. There was no definition available for five states, while seven states had definitions that differed from the FSCS definition.

The report cited several interesting findings among the state definitions. For example, some states cited the requirement for an MLS degree, but made no mention of the ALA requirement. Some states relied on the certification process within their own (state) civil service system to define this variable. Examples cited were Virginia, New York, and South Carolina. It was not determined whether a master's degree from an ALA-accredited institution was required for "certification" in

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[1] *Report on Evaluation of Definitions Used in the Public Library Statistics Program* (National Center for Education Statistics, January, 1995).

these states. In at least two states there was internal variation in reporting based upon library size (Wisconsin) or position (Connecticut, where the ALA-MLS information was requested only for the library director).

Of all the variables evaluated for the *Report on Evaluation of Definitions* (including facility and collection variables in addition to staff), the ALA-MLS definition was in conformance in more states than for any other FSCS/PLS variable.

With respect to the 1991 FSCS/PLS statistics, there was extreme variation in range for the share of ALA-MLS counts relative to total staff and total librarians (discussed further below in chapter 3). There were also a small number of cases in which the count of "ALA-MLS" staff exceeded the count of total librarians for individual public libraries. The report suggested that this could be corrected by adding an edit check to the DECPLUS processing.

The *Report on Evaluations of Definitions* concluded that the FSCS should clarify whether the graduate degree requirement for the "ALA-MLS" variable refers explicitly to an MLS degree. This was deemed as a matter of clarifying whether the criterion is the degree, the graduate program and its status with respect to the ALA, or a combination thereof. The FSCS moved in that direction subsequent to the 1991 public library census. This topic is described more in section 1.3 later in this chapter.

Librarians

The FSCS defined "librarians" as:

> *This is a person who does paid work that requires professional training and skill in the theoretical or scientific aspects of library work, or both, as distinct from its mechanical or clerical aspect. This data element also includes ALA-MLS... This category is reported in FTE.*

This variable is intended to cover the count of professional librarians, including those counted in the ALA-MLS staff variable. Implicit in its application is the recognition that some states often have their own criteria, such as civil service titles, for categorizing librarians and the type of professional work they perform.

There were no changes in the FSCS definition for this variable between 1990 and 1991. For 1992, the definition varied in only one word (... *work that usually requires professional training*). The 1992 change was not significant, so that statistical measures of this variable over the 1990-1993 time period were unaffected by changes to the definition.

Table 1-1 displays summary information about the definition for each state, from the previous *Report on Evaluation of Definitions*. It was found that at least three states have their own requirements for defining professional librarians. For example, Virginia and Pennsylvania define "librarian" based on state civil service criteria. New York uses a long list of civil service titles employed by the state to describe various types of librarians. Several other states define librarian as "those who have the title of librarian," thought to be a short-cut method of defining the term using state civil service requirements.

The evaluation identified several states that defined librarian in such a way that an MLS degree is required. The following chart applies to the 1990 through 1992 reference periods, listing the states that fell into this category based upon the FSCS/PLS dataset contents.

States with ALA-MLS Variable Equal to Total Librarians, by Report Year

1990	1991	1992
Arkansas	Arkansas	. . .
Georgia	. . .	. . .
Hawaii	Hawaii	Hawaii
. . .	Maryland	Maryland
New Jersey	New Jersey	New Jersey

The statistics showed some inconsistency within the reporting years because not all states applied this ALA-MLS requirement to the definition for librarians, and between reporting years for at least the states of Arkansas, Georgia, and Maryland.

In Arkansas, the state questionnaire evaluated (for 1993) does not contain a separate item for reporting the "librarian" count. The "ALA-MLS" variable count was repeated for the "librarian" variable in the state's report to the FSCS/PLS for 1990 and 1991. This did not occur for 1992, when the "librarian" count was slightly higher than the "ALA-MLS" count, despite the fact that the state

questionnaire contained no separate item for the "librarian" variable.

The *Report on Evaluation of Definitions* contained a table with revised 1991 counts of "librarians," calculated based upon equating the "ALA-MLS" and "librarian" definitions. Nationally, the count of "librarians" would have declined by one-third if all states applied the ALA-MLS requirement to the librarian variable. Among the states, the largest decline would have been 87 percent, with eight states having a decline of over 70 percent. This highlighted the importance of clarifying the definition for the "librarians" variable collected for the FSCS/PLS.

The "librarians" variable also was evaluated in combination with the "ALA-MLS" variable since the latter is a component of the former. The results show the share of "ALA-MLS" staff to "librarians" ranged from 100 percent to 12 percent in the 1991 dataset, with the national share at 67.6 percent. The range for 1990 was from 100 percent to 40 percent. In 1991 there were 11 states in which the share was less than 33 percent, compared to no such states in 1990. This was especially unusual given that the definition for this variable did not change between the two reporting years. The 1992 shares were similar to the 1991 numbers, ranging from 100 percent to 15 percent, with the relative share of less than 33 percent occurring in 12 states.

It was recommended that the "librarians" definition be examined by the FSCS in conjunction with the "ALA-MLS" definition. At issue is the need to clarify an objective for measuring this staff variable. As an example of one objective for measurement, the FSCS could cite the number of professionals (who might or might not be librarians) available to assist library patrons. Another option could be to retain the "librarians" terminology. However, in a sense the existence of two related staff variables ("ALA-MLS" and "librarians") can be viewed as an effort to accommodate the distinction. If so, then the "librarians" variable could be more comprehensive and the FSCS should encourage less restrictive reporting for it by those states currently linking the "librarians" variable to either the ALA-MLS degree or to some state civil service definition.

Other Paid Staff

The FSCS defines "Other Paid Staff" as:

> This includes all other FTE employees paid from the reporting unit budget, including plant operations, security, and maintenance staff.

The *Report on Evaluation of Definitions* described this as a residual variable, intended to capture all paid staff not covered by the other staff variables. The important point in the definition is that it provides examples of the type of staff covered, ensuring that support staff are included. The 1990, 1991 and 1992 definitions for this variable are identical.

It was found that no state defines "other paid staff" in exactly the same way that the FSCS does. Nine states (Connecticut, Illinois, Indiana, Maryland, Minnesota, Mississippi, Missouri, New York, and Washington) collect much more information than the FSCS definition requires. They collect staffing information in a roster format, a list of people with separate columns for the number of hours worked and qualifications. Sometimes the state definition is more stringent than the FSCS definition. When standardized for population, these nine states were substantially above the average in the number of "other paid staff."

The FSCS definition includes staff working in plant operations, security, and maintenance. Six states (Idaho, Maine, North Carolina, Oklahoma, Pennsylvania and Texas) exclude these staff from their definition. These definitions have predictable repercussions visible in the 1991 data. Each of these states are below the average nationwide in "other paid staff" when standardized by population although they are not the lowest in the country.

In total, twenty-six states (including four with a list format cited above) have definitions that contain the essential elements of the FSCS definition. Following their own definitions in collecting information on "other paid employees," the numbers collected should be consistent for these states. There was no definition available for eight states and 17 had definitions differing from the FSCS definition.

One recommendation from the previous evaluation was that this variable needs to be clarified as to whether it includes general support staff of the parent government who happen to perform some library services. For example, public libraries that do not have any vehicle maintenance staff might use parent government motorpool employees. The definition does not stipulate whether such employees should be counted in the FTE measure of "other staff" if they are paid out of the reporting unit budget as cited in the definition. This could be expected to become more important and to

apply to more types of employees as public libraries come under increasing budgetary constraints and consider contracting out for more services

Instances where states have revised their definitions since 1991 are noted in the table. Texas corrected reporting for this "other paid staff" category and now includes maintenance and security staff

Total Paid Employees

The FSCS defines "Total Paid Employees" as

> This is the sum of total librarians and all other paid staff

"Total paid employees" is a sum of other staff variables. It is a reported number, rather than a number calculated during creation of the FSCS/PLS dataset. The FSCS definition for "total paid employees" did not change from 1990 through 1992

Twenty-seven states have definitions that conform to the FSCS definition. There was no definition for ten states. Another fourteen states had definitions that varied from the FSCS definition

Many of the states that did not conform subdivided the other categories that make up parts to this definition. States of this type in which several categories (not matching the FSCS/PLS categories) of staff are collected include Maryland, Minnesota, Mississippi, South Carolina, South Dakota and Tennessee. For example, on its annual report form for 1993, Maryland requested information about professional librarians, other professional staff, library associates, clerical staff, other paid staff and then requested a sum of the above. Even though these are not the categories suggested by the FSCS/PLS (total librarians and other paid staff), they should add to the same total of paid staff expressed in full-time equivalents

Some states had all the parts of this definition in one way or another, but did not request the total on the annual report form. Others requested total persons, but not in FTE measure.

Two states, Idaho and Pennsylvania, were found to exclude custodial and maintenance staff. This creates a difference in comparability with the other states. These data therefore had to be developed from sources other than the state reporting instruments

As with "other paid staff," eight states used a list or roster to collect "total paid employees." Each of these eight states (Connecticut, Illinois, Indiana, Maryland, Minnesota, Missouri, New York and Washington) had a much higher than average total number of employees reported for the FSCS/PLS 1991 dataset. On the other hand, Kansas (which had the highest number of "total paid employees" in the country in 1991 relative to state population) did not use a list to collect the information on staff, but used the FSCS definition.

Deficiencies that occur in the individual staff variables will appear in the definition of total employees as well. This variable is an aggregation of all the staff variables.

Full-time Equivalent Measurement

The four staff variables contained in the public library statistics dataset are measured in terms of full-time equivalent (FTE) employment. The *Report on Evaluation of Definitions* contained a section on the methodology used to calculate FTE employment, both as suggested by the FSCS and as found in the individual state reporting instructions

The concept of FTE employment is that it measures the total number of paid full-time employees that could have been employed. It is the sum of total full-time employment, plus the additional number of full-time employees that could have been employed if all the hours for part-time employees were used by full-time workers (this method does not require equal pay rates for part-time workers). The statistic is useful because it enables a more accurate comparison of staffing levels among employers (in this case public libraries) that use part-time workers.

The 1991 FSCS definition for FTE calculations was:

> *Report figures as of the last day of the fiscal year. Include unfilled but budgeted positions. To ensure comparable data, 40 hours per week has been set as the measure of full-time employment (FTE) for the Cooperative System.*

This definition contains three criteria. Measuring as of the last day of the fiscal year, including budgeted, but unfilled positions, and using 40 hours per week. All of these are discussed more fully below

Since the purpose of the FTE statistic is to enable comparison, it is critical that all the reporting units apply

the same definition when making the calculation. The *Report on Evaluation of Definitions* found that in nine states, the FTE calculation is identical to the definition in the FSCS [2] In seven states the calculation is defined only slightly differently from the FSCS/PLS, with variation generally in only one of the three criteria In 20 states, the FTE calculation differed from the FSCS/PLS criteria in one or more of the three criteria For the remaining 15 states, the state instructions did not address the three specific FSCS/PLS criteria for the calculating the statistic or there was no definition

The degree of compliance with the 40 hour standard in the FSCS definition could not be confirmed for 27 of the 51 reporting jurisdictions A standard of other than 40 hours existed in two states, and was acceptable in four others

The *Report on Evaluation of Definitions* cited several issues about the FTE calculation that needed to be addressed They are repeated here

1 Is the intent to measure library employment or library positions? The FSCS definition states that employees and unfilled, but budgeted positions are to be included Employment and positions are two different measures and mixing them creates confusing or misleading information

2 An accepted generic definition of FTE is

$$\mathbf{FTE = PHW/FT_{std}}$$

where

FTE = full-time equivalent employment

PHW = total paid hours worked (full and part-time)

$\mathbf{FT_{std}}$ = standard full-time hours for the reporting unit

The FSCS definition differs from this in two ways. First, it does not reference "paid" hours Secondly, it imposes a 40 hour standard for full-time work

[2]Refer to table 2-1 of the *Report on Evaluation of Definitions*

Administrative and payroll record systems contain information on paid hours of work (as required by the Fair Labor Standards Act), but very few have "actual" hours of work

There are many common standards for full-time hours While 40 hours is the most prevalent, other common standards are 32, 35, 36, 37 1/2, and 44 One can make a case for always counting one full-time worker as one full-time equivalent Under the FSCS/PLS formula however, a full-time worker who normally works 36 hours will compute as a 0 9 FTE and another who normally works 44 hours will compute as 1 1 FTE

3 The Census Bureau collects employment statistics from state and local governments using the following formula (similar to the generic formula above, but modified to exclude paid overtime hours for full-time workers and to treat each full-time worker as one full-time equivalent)

$$\mathbf{FTE = FT_w + PTH_{pd}/FT_{std}}$$

where:

FTE = full-time equivalent employment

$\mathbf{FT_w}$ = number of full-time workers

$\mathbf{PTH_{pd}}$ = part-time hours paid

$\mathbf{FT_{std}}$ = standard full-time hours for the reporting unit

The Census Bureau calculation also describes a method to count full-time employees in the FTE calculation. It does so to avoid the possibility that overtime paid to current full-time employees is counted in the calculation. This approach used at the Census Bureau is but one option, and is neither recommended nor criticized. The comparison is made to focus on the need for a more explicit definition.

4. The reference point for the time period could be standardized. Using the last day of the fiscal year is not standard because fiscal years differ among (and possibly within) the states

The FSCS/PLS calculation also fails to take into account problems associated with seasonality. There might be differences between the public library hours open and hours worked at different times of the year, for example, with fewer hours in the Summer (perhaps Sunday closings) when schools are generally closed, and more hours in fall, winter, and spring while school is generally open. For public libraries that have fiscal years ending during the summer, such as June 30, there could be a significant difference in full-time hours, part-time hours, and employee counts when compared to an April or December reference point.

To overcome this problem, surveys of employment identify a "typical" month or time period for calculating staffing statistics. For example, in the Census Bureau's state and local government employment statistics program, the month of October is used without regard to fiscal year.

Another method of calculating FTE that resolves the problem of varying hours for a standard work period is used in the Common Core of Data (CCD) survey of state public schools sponsored by the NCES. In this survey, statewide aggregates of local school statistics are collected. These aggregates represent multiple entities which usually have differing work schedules.

The FTE measure is a calculation of the amount of time actually employed divided by the time normally required for a full-time position. The basis for the measure is time required to perform a job. Three part-time staff working 20 hours each to complete work that takes a full-time staff 40 hours to perform result in a FTE measure of 1.5, and so forth. This method relies on judgmental information, but does not require a universal standard for hours worked, and is another example of how the problem of a standard work time for calculating the FTE might be resolved.

A re-evaluation of the state conformance to the methodology for calculating FTEs was done using the state reporting instructions for 1992 and 1993. Results are contained in table 1-2. With respect to the use of FTE as a base measure, 46 states were evaluated. Thirty seven used the FTE base on their state reporting instructions or questionnaires. Six states asked for an unadjusted measure, but the questionnaire included a request for information on hours worked that would enable the state coordinator to report the correct FTE information to the FSCS/PLS program. In only three states were the reporting instructions not in conformance with the FSCS/PLS requirements.

1.2 ALA-MLS Variable Update

The definition for the "ALA-MLS" variable was changed after the 1991 public library census reporting year. The change was significant to the public library community. It was brought about in response to the rapidly changing nature of the work performed by librarians and the impact it has had on professional library training.

In summary, the professional training programs at the graduate level are no longer restricted to the pursuit of a master of library science graduate degree. Professional training for librarians encompasses an expanded realm of activities covering administration, research, technology, and information science, in addition to the traditional library science curriculum.

As a result, the definition for this staff variable was enhanced to read as follows, effective with the 1992 FSCS/PLS census:

> *Librarians with master's degrees from graduate library education programs accredited by the American Library Association.*

The states were re-evaluated in view of the enhancement to the definition, to assess how well they conform to the FSCS/PLS criteria for the 1992 and 1993 reporting periods. The state reporting forms and instructions were reviewed to ascertain the level of conformance to the revised "ALA-MLS" variable definition. The results are shown in table 1-2, column 3.

There were five categories for evaluating whether or not a state definition conforms to the FSCS definition. The categories and their criteria are as follows:

1. Conforms -- when the state definition either in word or via example, contains the following:

   1a. reference to a masters or graduate degree
   1b. above is not restrictive to MLS
   1c. reference to ALA accreditation for the program/institution issuing the degree
   1d. the variable is measured as full-time equivalent, or there is sufficient information requested about hours worked, either by staff member or by category, to permit the FSCS coordinator to derive an FTE count.
   1e. unfilled but budgeted positions are included, or not explicitly excluded from the count

The criterion under 1e reflects the difficulty in trying to determine whether unfilled but budgeted positions are being reported. The instructions for many states contained no explicit information about this measure. Consequently, it is noted that this criterion was not required for a state to be in conformance, despite being explicit in the FSCS/PLS instructions. Only if it was explicitly excluded via the state reporting instructions did this criterion's absence put a state into the "does not conform" category. Table 1-2 contains a column describing the little information available for this criterion.

Also included in this category are those states that make use of the exact FSCS definition.

2. *Conforms -- this is a conditional conformance category. It is indicated where a state definition contains a reference to the more restrictive MLS degree (i.e. - the pre-1992 definition).

3. Does not conform -- this condition exists when the state has a definition, explicitly stated or implicit via examples, but it does not contain all five of the elements cited above. That is, failure to cite the need for a masters level degree, failure to refer to an ALA approved program, failure to make note of the fact that the degree need not be restricted to library science, failure to measure in terms of full-time equivalent, or an explicit exclusion of unfilled but budgeted positions, are each by themselves sufficient conditions to place a state into this "does not conform" category.

4. No definition -- indicated by "X" in the table, this condition exists where the state report form, the instructions, or both, contained no definition or a definition that was inadequate to evaluate.

5. No instructions available -- indicated also by "X" in the table, and hence cannot be evaluated.

Table 1-2 contains the results of the evaluation, by state. The state reporting instructions were predominantly for the 1992 and 1993 public library censuses. In either case, the FSCS definition was the same. The specific year for each state is shown in the table.

Forty-seven of the fifty states were evaluated for conformance. There were no state reporting instructions available for the District of Columbia and the state of Ohio. Reporting instructions were available for Georgia and Hawaii, but they did not contain specific applications to the "ALA-MLS" variable.

Of the 47 states evaluated, 24 conformed initially to the current (post 1991) FSCS definition. For these states, the definition contained on the report form or the instructions on the report form explicitly referred to the expanded FSCS definition of a master's degree from a graduate program approved by the ALA, unrestricted to the MLS degree.

For the 23 states that remained, 14 were classified as conforming conditionally (shown with an asterisk in table 1-2). That is, the state report form or instructions contained reference to the more restricted master of library science degree from an ALA approved program, but the other components of the definition were met.

The reason for the conditional classification (*conforms) is that it is possible, for many of these 14 states, that the reporting for this variable is correct despite the restrictive definition. This interpretation is based upon verbal and written comments received from numerous FSCS state coordinators. The state coordinators as well as local librarians might well be interpreting the variable correctly, taking a pragmatic approach to the reporting. However, this could not be confirmed, and the risk of a more restrictive definition being applied (particularly at the local level) remains in the states for which the instructions have not been brought up to date.

The reporting instructions for the state of Wisconsin provided an example of the process of clarifying the reporting definition. The state reporting form requested detailed information, by staff member, for small public libraries (those with 10 or fewer staff). For these, the reporting form referred specifically to "ALA-MLS" positions. Larger libraries were then asked for staffing measures in FTE, and this part of the report form contained the broader reference to a master's degree from an ALA accredited program.

Other examples of possible confusion were found in Delaware, Indiana, Louisiana, Minnesota, Missouri, Nevada, New York, Pennsylvania, and Utah. In these nine states, the reporting form contained a reference to the MLS degree only, yet the accompanying instructions were not restrictive and either referred to a graduate degree or duplicated the actual FSCS definition.

1.3 Unfilled Positions

One provision of the definitions for all staff variables is that the public libraries are to include a count for vacant positions, if the positions are budgeted to be filled or a search is underway to fill the position. This is a relatively

minor point and it was not considered necessary for a state to have this specified in its reporting instructions in order to be in conformance with the FSCS definitions. Nevertheless, the FSCS includes this condition in the reporting instructions. Therefore, the states were evaluated for conformance (refer to table 1-2).

Specific references to vacant positions were found in 32 of the state reporting instructions or questionnaires. The reporting instructions for 16 states contained no explicit mention of whether or how to measure vacant positions. (This does not mean that these 16 states did not conform to the FSCS/PLS instructions, however, only that it is not known whether they conformed.) Reporting instructions for two states and the District of Columbia either were not available or contained no pertinent section on staffing that could be analyzed.

Of the 32 states evaluated, 26 conformed to the FSCS/PLS guidelines for including vacant positions in the staff counts. Only in six states did the instructions preclude the reporting of staff for vacant positions. The six states were Georgia, Illinois, Maryland, Nebraska, Oklahoma, and Pennsylvania.

1.4 Recommendations

The following recommendations are based upon the findings from the earlier *Report on Evaluation of Definitions*, as well as upon the updated evaluation of the "ALA-MLS" variable definition and the reporting on unfilled positions.

1. The "ALA-MLS" variable should be retitled. ALA-MLS is misleading in that it infers limitation to the MLS degree. The MLS reference could be dropped from the variable title, for example.

2. The FSCS should clarify two key components used in its presentation of full-time equivalent statistics. The fact that there are differences among the states in the base applied to compute the FTE measure and in the calendar reference period used for the measure are significant. The differences occur in hours for a standard work week and in the calendar reference point at which the measure is taken. The FSCS could provide the users with information about the standard work week applied in each state's calculation. It also could state more clearly its policy on applying a standard work week, documenting the policy in the public library reports and files that are made available to the public.

3. As cited in the *Report on Evaluation of Definitions* and described further in this report, the FSCS should review the "librarians" definition. It is not applied consistently among the states. If FSCS policy is intended to allow the states more flexibility, then the policy should be clearly stated in the FSCS/PLS datasets and publications to ensure that users are alerted.

4. There was less state conformity to the "ALA-MLS" variable under the new, revised definition than under the pre-1992 definition. This was because many state reporting instructions contain references to the MLS degree. The FSCS should encourage the states to enhance their reporting instructions and report forms by including references to the current, broader definition for this staff variable.

5. As applicable, the FSCS should encourage states to conform to the measure of unfilled but budgeted positions.

6. For the "other paid staff" variable, the FSCS would improve the reporting by clarifying whether this variable includes all support staff paid out of library budget, including staff assigned to another government agency or the parent government. This recommendation was cited in the previous evaluation report, based upon the fact that a public library might pay for maintenance work performed by other government staff, an activity not distinguishable from paying private contractors, but ambiguous as to reporting.

Table 1-1. State Staff Variable Definitions Compared to the 1991 FSCS Public Library Statistics Program Definition

State or area	State definition of "ALA-MLS" conforms to 1991 FSCS/PLS definition?	State definition of "total librarians" conforms to 1991 FSCS/PLS definition?	State definition of "other paid employees" conforms to 1991 FSCS/PLS definition?	State definition of "total paid employees" conforms to 1991 FSCS/PLS definition?
Alabama	Yes	Yes	Yes	Yes
Alaska	Yes	Yes	Yes	Yes
Arizona	Yes	Yes	Yes	Yes
Arkansas	Yes	No	No	Yes
California	Yes	Yes	Yes	No
Colorado	Yes	Yes	Yes	Yes
Connecticut	No	No	Yes	No
Delaware	Yes	Yes	No definition available	No definition available
District of Columbia	No definition available	No definition available	No definition available	No definition available
Florida	Yes	Yes	Yes	No
Georgia	No definition available	No definition available	No definition available	No
Hawaii	No definition available	No definition available	No definition available	No definition available
Idaho	Yes	Yes	No	No
Illinois	Yes	No	Yes	No definition available
Indiana	Yes	Yes	Yes	No definition available
Iowa	Yes	No	No	No definition available
Kansas	Yes	Yes	Yes	Yes
Kentucky	Yes	No	Yes	Yes
Louisiana	Yes	Yes	No	Yes
Maine	No	Yes	No	Yes
Maryland	No	No	Yes	Yes
Massachusetts	No	No	No definition available	No definition available
Michigan	Yes	No definition available	Yes	Yes
Minnesota	Yes	No definition available	No	Yes
Mississippi	Yes	No	No	No definition available
Missouri	Yes	No	No	No
Montana	Yes	No	Yes	No
Nebraska	Yes	Yes	Yes	No
Nevada	Yes	No	Yes	Yes
New Hampshire	No	No	Yes	No
New Jersey	No	No	No	Yes
New Mexico	Yes	No	Yes	Yes
New York	Yes	No	No	No
North Carolina	Yes	No	No	Yes
North Dakota	Yes	No	No definition available	Yes
Ohio	No definition available	No definition available	No definition available	No definition available
Oklahoma	Yes	No	No	No definition available
Oregon	Yes	Yes	No	Yes
Pennsylvania	Yes	No	No	No
Rhode Island	Yes	No	Yes	No
South Carolina	Yes	Yes	Yes	Yes
South Dakota	Yes	Yes	No definition available	Yes
Tennessee	Yes	Yes	Yes	Yes
Texas	Yes	Yes	No 1/	Yes
Utah	Yes	Yes	Yes	Yes
Vermont	Yes	Yes	Yes	No
Virginia	No	No	Yes	Yes
Washington	Yes	Yes	No	Yes
West Virginia	Yes	Yes	No	No
Wisconsin	Yes	Yes	Yes	Yes
Wyoming	No definition available	Yes	Yes	Yes

1/ Indicates that state definition has been revised since 1991, and now conforms to the FSCS.

Source: Compiled from the individual reporting instructions obtained from the state library agencies and the National Commission on Libraries and Information Science. Table originally presented in the "Report on Evaluation of Definitions Used in the Public Library Statistics Program" (National Center for Education Statistics).

Table 1-2. ALA-MLS Variable: Conformance to 1993 and 1992 FSCS Definitions

State	Year of instructions	Date for measuring staff	Conformance condition	Uses FTE as base	FTE hours	Refers to masters or graduate degree	Broader than MLS degree	Refers to ALA accredited program
Alabama	FY 1992	Last day	"Conforms"	Yes	40	Yes	No	Yes
Alaska	FY 1993	Last day	"Conforms"	Yes	40	Yes	No	Yes
Arizona	FY 1992-93	Not specified	Conforms	Yes	40	Yes	Yes	Yes
Arkansas	FY 1993	Not specified	"Conforms"	Yes	40	Yes	No	Yes
California	FY 1993	Last day	Conforms	Yes	Varies	Yes	Yes	Yes
Colorado	CY 1992	Not specified	"Conforms"	Yes	40	Yes	No	Yes
Connecticut	FY 1993	Not specified	Does not conform	No 1/	Varies	Yes	Yes	No
Delaware	FY 1993	Last day	Conforms	Yes	40	Yes	Yes	Yes
District of Columbia	X	X	X	X	X	X	X	X
Florida	FY 1992	Last day	Conforms	Yes	40	Yes	Yes	Yes
Georgia	FY 1993	Last day	X	X	X	X	X	X
Hawaii	X	X	X	X	X	X	X	X
Idaho	FY 1993	Last day	Conforms	Yes	40	Yes	Yes	Yes
Illinois	FY 1993	Last day	Does not conform	No 1/	Varies	Yes	Yes	Yes
Indiana	CY 1992	Last day	Conforms	Yes	Varies	Yes	Yes	Yes
Iowa	FY 1993	Not specified	Does not conform	Yes	40	Yes	No	No
Kansas	CY 1993	Not specified	Conforms	Yes	Not specified	Yes	Yes	Yes
Kentucky	FY 1993	Last day	Conforms	Yes	40	Yes	Yes	Yes
Louisiana	CY 1992	Last day	Conforms	Yes	40	Yes	Yes	Yes
Maine	FY 1993	Last day	Conforms	yes	40	Yes	Yes	Yes
Maryland	FY 1993	Last day	Does not conform	Yes	Not specified	Yes	No	No
Massachusetts	FY 1993	July 1, 1992	"Conforms"	Yes	35	Yes	No	No
Michigan	FY 1993	Not specified	"Conforms"	Yes	40	Yes	No	Yes
Minnesota	CY 1992	Not specified	Conforms	Yes	40	Yes	Yes	Yes
Mississippi	FY 1992	Not specified	"Conforms"	No	X	Yes	No	Yes
Missouri	FY 1994	Not specified	Conforms	Yes	40	Yes	Yes	Yes
Montana	FY 1993	Not specified	"Conforms"	Yes	40	Yes	No	Yes
Nebraska	FY 1993	Not specified	Does not conform	No	X	Yes	Yes	Yes
Nevada	FY 1992	Last day	Conforms	Yes	40	Yes	Yes	Yes
New Hampshire	FY 1992	Not specified	Does not conform	No	X	Yes	No	Yes
New Jersey	CY 1992	Last day	Does not conform	Yes	Varies	No	No	No
New Mexico	FY 1993	Not specified	"Conforms"	Yes	40	Yes	No	Yes
New York	CY 1992	Last day	Conforms	Yes	Varies	Yes	Yes	Yes
North Carolina	FY 1993	Not specified	Conforms	Yes	Not specified	Yes	Yes	Yes
North Dakota	CY 1992	Last day	Conforms	Yes	40	Yes	Yes	Yes
Ohio	X	X	X	X	X	X	X	X
Oklahoma	FY 1993	Not specified	Does not conform	No 1/	X	Yes	Yes	Yes
Oregon	FY 1993	Last day	"Conforms"	Yes	40	Yes	No	Yes
Pennsylvania	FY 1993	Last day	Does not conform	Yes	Varies	Yes	Yes	Yes
Rhode Island	FY 1993	Last day	Conforms	No 1/	X	Yes	Yes	Yes
South Carolina	FY 1993	Last day	Conforms	Yes	40	Yes	Yes	Yes
South Dakota	CY 1993	Last day	Conforms	Yes	40	Yes	Yes	Yes
Tennessee	FY 1994	Last day	Conforms	Yes	Varies	Yes	Yes	Yes
Texas	FY 1993	Last day	Conforms	Yes	40	Yes	Yes	Yes
Utah	FY 1992	Last day	Conforms	Yes	40	Yes	Yes	Yes
Vermont	FY 1992	Last day	Conforms	No 1/	X	Yes	Yes	Yes
Virginia	FY 1993	Not specified	Conforms	Yes	40	Yes	No	Yes
Washington	FY 1992	Last day	"Conforms"	Yes	40	Yes	No	Yes
West Virginia	FY 1993	Last day	"Conforms"	No 1/	Varies	Yes	No	Yes
Wisconsin	CY 1992	Last day	"Conforms"	Yes	40	Yes	No	Yes
Wyoming	FY 1993	Last day	"Conforms"	Yes	40	Yes	No	Yes

Notes: The ALA/MLS definition was identical for the 1992 and 1993 reporting years. See text for definition.
X = not applicable because no information was available.
Abbreviations: ALA = American Library Association; FTE = full-time equivalent employment, MLS = master of library science degree
1/ An FTE measure can be calculated from the information reported, which asks for typical full-time week or the number of hours worked.

Source: Compiled from the individual reporting instructions obtained from the state library agencies and the National Commission on Libraries and Information Science.

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Refers to unfilled positions	Notations	State
Not specified		Alabama
Not specified		Alaska
Not specified		Arizona
Not specified		Arkansas
Yes	State recommends 40 hours for calculating FTE measures.	California
Yes		Colorado
Yes		Connecticut
Yes	State instructions refer to MLS only, but attachment contains FSCS definitions.	Delaware
X	No instructions were available.	District of Columbia
Yes		Florida
No	State instructions were available but contained no specifics on reporting for ALA-MLS variable.	Georgia
X	Library is state-administered. Report form contained no instructions for reporting staff.	Hawaii
Yes		Idaho
No	Vacant positions excluded. ALA-MLS can be calculated from the information reported to the state.	Illinois
Not specified	Instructions do not limit to MLS degree, although form does.	Indiana
Yes		Iowa
Not specified		Kansas
Yes		Kentucky
Yes	State uses the MLS abbreviation, but instructions refer to broader interpretation.	Louisiana
Yes		Maine
No		Maryland
Yes	State instructions were for FY 1993.	Massachusetts
Not specified		Michigan
Not specified	State report form specifies MLS degree, but instructions contain broader interpretation.	Minnesota
Not specified	Report form contains weekly hours per employee.	Mississippi
Not specified	Instructions do not limit to MLS degree, although form does.	Missouri
Not specified	Instructions do not specify accreditation by ALA norother graduate degrees.	Montana
No	Report contains hours worked by position, for possible FTE calculation. Current staff only.	Nebraska
Not specified	Report form referred to MLS, but instructions referred to degrees from programs accredited by ALA.	Nevada
Yes	Report form contains hours worked, in total by category of staff.	New Hampshire
Yes		New Jersey
Not specified		New Mexico
Yes	Recommended 40 hours for FTE. Report form refers to MLS degree only, but instructions are broader.	New York
Not specified		North Carolina
Yes		North Dakota
X	No instructions were available.	Ohio
No	FTE can be calculated from reported hours. For unfilled positions, instructions cite current staff only.	Oklahoma
Yes		Oregon
No	Report form specifies MLS, but instructions refer to broader definition. Filled positions only.	Pennsylvania
Yes	State report requests total hours worked by ALA/MLS staff, but not the number of staff.	Rhode Island
Yes		South Carolina
Yes		South Dakota
Yes		Tennessee
Yes		Texas
Yes	State form refers to MLS, but instructions refer to broader definition.	Utah
Yes	State asks for hours worked by category of staff rather than the number of staff.	Vermont
Not specified	State certifies librarians based upon MLS degree from ALA acredited programs.	Virginia
Yes		Washington
Not specified	Report contains total number of hours worked per week by staff category, used to calculate FTEs.	West Virginia
Yes	For libraries with fewer than 10 staff, instructions refer to master's degree (not restricted to MLS).	Wisconsin
Yes		Wyoming

CHAPTER 2. INTERNAL CONSISTENCY OF STAFF VARIABLES

2.0 Introduction

Several tests were devised to evaluate the internal consistency of the staff variables. These were applied equally to the 1991 and the 1992 FSCS/PLS datasets. The tests fell into three categories: edit tests to evaluate consistent tabulations, consistency checks for logical relationships among related variables, and the calculation of ratios. There were 19 tests in total, all intended to gauge the degree of internal consistency among the staff variables. They are summarized in table 2-1.

The edit tests and the consistency checks were applied at two levels. That is, the data at the state aggregate level were tested, followed by the data for all individual public libraries. The ratios were calculated only at the state aggregate level.

2.1 Edit Tests

There were five tests conducted to evaluate the consistency of tabulations in the public library datasets. Internally consistent tabulations are usually controlled as part of a series of edits performed during data entry and tabulation phases of the census or survey.

Consistency Between the ALA-MLS and Librarian Variables

The first test was intended to identify the extent to which public libraries were reporting incorrectly for either of the "ALA-MLS" or "librarian" variables. This was evaluated by comparing the reported numbers of "ALA-MLS" staff to the reported number of "librarians." The "ALA-MLS" count is supposed to be included in the librarian count. This test determined whether any public libraries were reporting more "ALA-MLS" staff than total "librarians."

The results showed no problems at the state aggregate level, for either 1991 or 1992. For individual public libraries, the results were very positive as well. There were 34 cases where the count of "ALA-MLS" librarians exceeded the count of "librarians" for 1991 and 14 for 1992. These represented a very small share of the total public libraries in the dataset. Moreover, a closer review of the detail revealed that most of these cases (eight for 1992 and 20 for 1991) involved item nonresponse in one of the two variables tested. Hence the number of public libraries actually reporting more ALA-MLS librarians than total librarians was only six for 1992 and 14 for 1991, out of the approximately 9,000 public libraries in the dataset each year.

Results of the first test indicate excellent internal consistency. This is not surprising in view of the fact that the DECPLUS software used for the public library statistics data collection contains an internal check for the reporting of the "ALA-MLS" variable. When entering or keying the data, if the "ALA-MLS" variable exceeds the total librarians variable for any individual reporting unit, there is an error message issued.

Consistency Between the Librarian and Other Staff Variables

The second test was intended to identify possible tabulation and definition problems. It involved testing for public libraries that reported more librarians than other staff (the total librarian variable exceeded the other staff variable). This was considered a possible indicator of reporting problems, because the "librarians" variable was intended to be restrictive while the "other staff" variable was intended to be more encompassing. For example, this statistic might indicate where public libraries in a state were excluding plant and operations staff from their reporting.

The first point to note about the results of the test was that the 1991 and 1992 datasets yielded nearly identical results. At the state aggregate level, there were six states for which the sum of librarians exceeded the sum of other staff, as reported by all public libraries in the state. These six states (the same for both years) were Iowa, Mississippi, Montana, New Hampshire, North Dakota, and Vermont. The ratio of other paid staff to librarians is shown by state in table 2-2. For the six states mentioned, the ratios are less than one.

Since the national aggregate ratio exceeds two for both reporting years, the next task was to determine the reasons these six states' ratios differed. It was not assumed that a reporting problem existed in any of these states. The existence of more librarians than other staff in a public library could result from any number of factors including budgets, library size, geography, state or local civil service provisions, or library structure. The latter could be especially important, since public libraries that are dependent upon a parent government unit might rely on that government for many support activities that are provided by a library's own employees elsewhere.

For this evaluation, the primary concern is whether the

broad definitions or reporting procedures in any of the states have an impact on the statistics that render them inconsistent with the FSCS/PLS objectives. No direct evidence of this was found in any of the six states, insofar as their reporting instructions were concerned. One characteristic they all had was a relatively large share of their public libraries for which the "other paid staff" variable was reported as zero. About 40 percent of all public libraries in the six states reported no "other paid staff" (yet all reported having "librarians").

In Iowa, about 80 percent of the public libraries reported more "librarians" than "other paid staff." Of these, nearly one-half (210) reported zero for the "other paid staff" variable. The same thing occurred in Montana (about 50 percent), New Hampshire (about 30 percent), North Dakota (about 50 percent), and Vermont (about 33 percent).

In Mississippi, the share of such public libraries was not as high. Yet another aspect of this test was that for Mississippi the aggregate ratio changed rather significantly between 1991 and 1992. This was due to a sizeable increase in the reported number of "librarians" and a similar decline in the number of "other paid staff" reported. This type of shift usually reflects a broad change in the application of an instruction or definition. The reporting instructions evaluated for Mississippi covered fiscal year 1992. No 1991 instructions were reviewed.

As mentioned earlier, there are many factors that could influence the count of other staff relative to the number of librarians. It was expected that a large number of public libraries would have more librarians than other types of staff. This was borne out by the data from this test, which counted over 4,000 individual public libraries that met this condition.[3] Virtually all of these contained responses for the other staff variable, so that item nonresponse was not a factor that influenced the large counts.

It was not useful to evaluate further the individual public libraries identified by this test. The large number is evidence of how common this condition is for public libraries. The opposite condition, where the count of "other paid staff" exceeds the count of "librarians," was not evaluated. This condition was expected to be normal for most public libraries, given the FSCS definitions. Staff include clerical, operation, maintenance and part-time workers, most of whom would follow into this other category. Also, there was little empirical evidence of instances where the "other paid staff" measure exceeded the "librarians" measure by an excessive amount (more than one or two FTE positions for smaller public libraries, and more than twice as many FTE positions for large public libraries).

Sum of the Staff Variables

The third edit test was to ensure that the two variables "librarians" and "other staff" summed to the reported staff total. The state aggregate numbers were very accurate on this measure. For 1991, aggregates in only one state (Indiana) showed a difference between the reported total staff and the compiled (summed) total consisting of librarians and other staff. Even here, the difference was only about 14 FTE, a modest 0.3 percent of the total. For 1992, there were slight differences between the reported and compiled totals in three states (Indiana, Kansas, and Virginia). Again these amounted to less the one-half of one percent of each state's total staff.

At the entity level, there were 1,320 public libraries in 1991 and 1,133 public libraries in 1992 identified by this test. In virtually all of these cases the sum differed from the reported total by one FTE or less. In the 1992 FSCS/PLS dataset, only two public libraries had a difference greater than one FTE.[4] All of the public libraries identified by this test from the 1991 FSCS/PLS dataset had a difference of one FTE or less.

The results of this particular test indicate a remarkably high degree of consistency for these variables in the respective public library datasets. However, there was one limitation with using this test, namely the issue of item nonresponse, discussed more below.

Consistent Use of Item Nonresponse

The last of the edit tests also involved a check of the summation of detail to the total staff. However, the intent of this test was to determine if there was any inconsistent use of the symbol for item nonresponse (-1) in the staff variable measures. The test involved attempting to

[3] There were 4,031 public libraries for 1991 and 4,108 for 1992.

[4] These two public libraries were: Augusta-Lithgow in Maine and North Olympic in Washington, both of which had a difference of five FTEs between the summed and reported staff totals.

identify individual public libraries for which the variables "total librarians" plus "other staff" summed to less than the total staff variable. Then, if this condition was met, a check was made to determine if any of these public libraries reported item nonresponse for either of the two component variables.

The use of item nonresponse for one of the two component variables would seem to be inconsistent with reporting a total staff measure. If a + b = c, with a and c known, then b must be known as well. It turned out that there were no instances of reporting found that met the conditions described above. The conclusion is that the application of item nonresponse for the staffing variables was internally consistent.

A variation of this particular test revealed a small number of inconsistencies. These were public libraries that contained zeroes for each of the component variables of librarians and other staff, but item nonresponse for the total staff variable. There were four such entities in the 1991 dataset, and six for 1992.[5] It could not be concluded if the zeroes should have been item nonresponse, or vice versa.

Equality of ALA-MLS and Librarian Staff Variables

Table 2-3 shows the state aggregate counts for the two staff variables "ALA-MLS" and "librarians." As noted previously in chapter 1 (section 1.2), there are some states for which the "ALA-MLS" variable count equals the "librarians" count. This test was performed on the 1991 and 1992 FSCS/PLS datasets for individual public libraries.

The results showed that 1,734 public libraries in 1991 and 1,711 in 1992 had the same number for "ALA-MLS" as for "librarians." (These counts excluded public libraries that reported "0" or "-1" for the variables.) The 1992 dataset was then evaluated more closely. The public libraries wherein the counts were equal represented 19 percent of the total public libraries in the dataset. Thirty-one of the individual public libraries reported over 50 "ALA-MLS" staff. While four were in Maryland, two in New Jersey, and one in Hawaii, 24 were in states that, at the aggregate level, did not show an equal number of "ALA-MLS" and "librarians" staff. The largest of these public libraries are listed here, with a full set displayed in table 2-4.

The New York Public Library (NY)
Chicago Public Library (IL)
Los Angeles Public Library (CA)
Brooklyn Public Library (NY)
County of Los Angeles Public Library (CA)
Free Library of Philadelphia (PA)
Hawaii State Public Library System (HI)

This reporting effects both the state and national aggregates.

2.2 Consistency Tests

Consistency Between the Variables for Staff and Salaries

The definitions for the staffing variables require that reporting consist of paid staff only. (Section 2.4 below contains a discussion of the paid staff requirement and associated implications for defining a public library.) The 1991 and 1992 datasets were tested to determine the extent to which public libraries were reporting staff but no salaries, or salaries with no staff. The applicable tests were #5 and #6 as shown in table 2-1.

The results at the state aggregate level showed no problems. For individual public libraries, there were only a small number that showed inconsistent reporting between these two variables. There were 44 public libraries for 1991 and 27 for 1992. These are listed in table 2-5 for reference. Again, public libraries with item nonresponse entries for either of these variables were excluded from this test.

The existence of these statistics does not represent a serious problem in the FSCS/PLS dataset. The counts were small, and it could be possible that some public library staff are paid by another affiliated government. If these cases represent problems, they could be corrected by more careful editing of the data.

Consistency Between the Variables for Librarians and Books

There was a relatively small measure of inconsistency between these two variables. The test was a two way analysis to identify whether any public libraries were reporting books but no librarians, or librarians but no

[5] *For 1991: five were in Illinois (A. Herr Smith, Cortland, Grand Tower, Utica, and Williamsfield) and one in Rhode Island (Glocester-Manton). For 1992, all were in Maine (Buxton-Berry, Owl's Head Village, Winthrop-Bailey, and Yarmouth-Merrill).*

books. The test was also applied to the state aggregate statistics, where no evidence of inconsistent reporting was found.

Among individual public libraries for 1991, there were nine that reported having librarians, but no books. For 1992, the count of such public libraries was five. These counts included only public libraries that reported zero for the book volume variable. Any public libraries for which the book volume was -1 (item nonresponse) were excluded from the test. In all these cases, the reported FTE librarians was at or near one. While a few of the entities could have been new, there were two that were identified in both years.

Conversely, there were 271 public libraries that reported having books, but no librarians, for 1991. For the 1992 dataset, the count was 291. This type of reporting could be the result of improper use of the item nonresponse code--entering zero for staff count instead of -1. It is noted that slightly more than one-half of these public libraries in each year reported a positive count for total staff. There are conditions under which this is possible, such as a public library staffed with volunteers who handle the work of professional librarians, or a public library with other (non-librarian) staff. The existence of public libraries with books but no librarian, given their small numbers, is not considered a problem in the FSCS/PLS dataset.

It also is possible that the reporting was incorrectly entered under the wrong variable. Section 2.5 below contains additional discussion of the definitional issue linking staff to a public library.

Consistency Between the Variables for Librarians and Reference Transactions

The tests for these two variables were similar in intent to the previous tests. Public libraries were tested to determine if they were reporting librarians but no reference transactions, or reference transactions but no librarians. The state aggregate statistics contained no evidence of any problems. Only in Alabama, where no detail for staff was reported in the 1991 dataset, did the aggregates show inconsistency. This reflected nonresponse rather than an error.

There were a small number of individual public libraries in both 1991 and 1992 identified by this test. For 1991, 94 public libraries reported librarians but no reference transactions, while 178 reported reference transactions but no librarians. The numbers for 1992 were 138 and 187, respectively. In cases where there were reference transactions but no librarians, about one-third of the entities reported not only no librarians, but also no staff at all.

These particular findings must be considered carefully. They might not represent errors, since it is possible that the public libraries involved are staffed by volunteers. Certainly reference transactions might also be handled by clerks or other paid staff not classified as professional librarians. Nevertheless, these numbers are somewhat contradictory with the generally accepted notion of library services involving a combination of librarians/books and librarians/reference materials.

2.3 Ratios Involving Staff Variables

Tables 2-6 and 2-7 contain the ratios, by state, that were calculated for this evaluation. The calculations were made at the state aggregate level.

The purpose of these ratios was to examine reporting patterns among the states. The patterns could suggest a) possible state differences in the definitions being applied, or b) areas where the FSCS definition for a staff variable was confusing or needed clarification.

Ratio of ALA-MLS to Librarians

This ratio was described initially in the *Report on Evaluation of Definitions* (see section 1.2). There is a large range among the states, but it has been consistent across the 1990 to 1992 reporting periods. One factor that has an impact on this ratio in several states is the nature of civil service practices, which influence the classification and/or hiring of staff.

The FSCS definitions are an attempt to accommodate both reporting procedures--that is, cases where the librarians must have accredited master's degree, as well as cases where the graduate degree requirement does not exist. In this sense the librarian measure loses comparability among the states and among individual public libraries. The FSCS is not alone in having to confront this measurement dilemma, as evidenced by the Public Library Data System numbers described later in chapter three.

It is noted that Arkansas changed its reporting procedures for the librarian variable subsequent to the 1991 reporting year.

ALA-MLS and Librarians as Percentage of Total Employees

These two sets of state ratios revealed no patterns to indicate any reporting problems. The state ratios were very consistent for both the 1991 and 1992 reporting years. The ratio of the "ALA-MLS" to the "total staff" variables had a much smaller range among the states than did the ratio of "librarians" to "total staff." This was expected since the "ALA-MLS" variable is more explicitly defined.

Some of the more rural and least populous states are characterized by a low "ALA-MLS" ratio and a higher than average "librarians" ratio. These ratios also are partly influenced by the organization and structure of public libraries among the states. This is because of the assignment and reporting of "other staff," which could differ for public libraries that are dependent agencies of a larger government unit (a city or county). In these cases, some support staff, including plant operation and maintenance, might not be on the public library payroll and would not get reported for the FSCS/PLS census.

Service Ratios

There are two ratios in tables 2-6 and 2-7 that were used to evaluate the staff counts relative to service measures: "books per librarian" and "reference transactions per librarian." The two measures revealed no pattern that would indicate definitional or reporting problems with the staff variables.

For the books per librarian ratio, the most notable outlier was the aggregate found in Arkansas. The high rate reflects (at least in part) the lack of a separate librarian item on the state questionnaire, as mentioned earlier. This could be causing a lower number of valid librarians to be reported. It is noted that the Arkansas ratio declined for the 1992 FSCS/PLS census, so the situation should correct itself as the state conforms more closely to the FSCS definition.

The measure of reference transactions per librarian was not very useful. The wide range of numbers would appear to be more reflective of differences in the reference variable than the librarian variable, with the former more difficult to measure (this was discussed in the *Report on Evaluation of Definitions*).

Ratios of Staff to Population Served

These two sets of ratios are shown by state in tables 2-6 and 2-7. They were consistent for the 1991 and 1992 reporting years. These, too, are influenced by many factors. They revealed no special areas of concern about the FSCS/PLS dataset.

2.4 Definitions Test

The FSCS definition for a public library includes two provisions that set the conditions for staff:

> *a paid staff to provide and interpret such materials as required to meet the informational, cultural, recreational, and/or educational needs of the clientele*
>
> *an established schedule in which services of the staff are available to clientele*

Further, the FSCS definitions for the staff variables contain provision that staff be paid. Volunteers are not to be considered as staff.

In combination, the conditions found in the staff and public library definitions imply that a public library must have paid staff in order to be included in the FSCS/PLS universe for purposes of the public library census. The 1991 and 1992 datasets were evaluated in an attempt to identify whether any public libraries reported having no staff. The test was restrictive -- the total staff variable had to be zero. That is, any public library for which the total staff variable contained a -1 (item nonresponse) was assumed to be in compliance and therefore did not fail this test.

The results are shown below:	1991	1992
Public libraries with total staff = 0:	159	157
Librarians & Other Staff = 0:	155	154
Librarians & Other Staff = -1:	3	0
Librarians = 0 & other staff reported:	0	0
Other Staff = 0 & Librarians reported:	1	3

A strict interpretation of the FSCS definition, with a requirement that a public library must have paid staff, would result in the 1991 and 1992 datasets containing at least 155 and 154 invalid public libraries, respectively. For reference purposes, these entries are listed in appendix B.

This finding also was interesting in view of an existing error message for this condition contained in the DECPLUS reporting procedures. According to the

DECPLUS User's Guide, during the data transmission and data entry processes an error message is generated if the total staff variable field contains a zero.

The paid staff requirement was not fully explicit, however, prior to 1992. At that time, the definition for a public library referred only to "*a staff to provide and interpret*." An argument would be made that the definition permitted a public library to have no paid staff--that volunteer staff could fulfil the definitional requirement. Under such a condition the volunteers would be excluded from the more explicitly defined staff variable for FSCS/PLS reporting purposes. However, this was never suggested, formally or informally, during discussions with FSCS participants. The improvement in the definition by adding the requirement of paid staff removed the ambiguity, although at least for 1992 the reporting problem still persisted.

2.5 Recommendations

1. The FSCS should apply more consistently the principle that a public library must have paid staff. This seems to be subject to conflicting interpretation on the part of the public libraries responding to the census. It likely is a carryover from the pre-1992 reporting, when the basic definition became more explicit.

2. The FSCS should clarify its policy on reporting for the "librarians" variable, as was indicated in chapter 1.

Table 2-1. Summary of Internal Consistency Tests Applied to the Public Library Statistics

Test	Variable numbers	Description
Edit checks		
1	13 > 14	More ALA-MLS staff than librarians.
2	14 > 15	More librarians than other employees.
3	14 + 15 = 16	Detailed staff variables sum to the total.
4	14 + 15 < 16	Sum of the staff variables are less than the total.
5	13 = 14	ALA-MLS staff equals librarians.
Consistency checks		
6	If 16 then 22	If employees are reported there must be salaries reported.
7	If 22 then 16	If salaries are reported there must be employees reported.
8	If 14 then 29	Librarians are reported, but public library contains no books.
9	If 29 then 14	No librarians are reported, despite the existence of the public library which has a book collection.
10	If 14 then 38	Librarians are reported, but there are no reference transactions reported.
11	If 38 then 14	If there are reference transactions there must be librarians reported.
Ratios		
12	13 : 14	Ratio of ALA-MLA to total librarians.
13	13 : 16	Ratio of ALA-MLS to total employees.
14	14 : 16	Ratio of librarians to total employees.
15	29 : 14	Ratio of books to librarians.
16	38 : 14	Ratio of reference transactions to librarians.
17	14 : 43	Ratio of librarians per 10,000 population.
18	16 : 43	Employees per 10,000 population.
Definitions		
19	14 = 0	Public libraries are in the dataset, but report no librarians.

Data elements:

13	=	ALA-MLS (librarians holding master's degrees)
14	=	Total librarians (including ALA-MLS)
15	=	Other paid staff
16	=	Total paid staff (14 + 15)
22	=	Salaries and wages expenditure
29	=	Book/serial volume
38	=	Reference transactions
43	=	Unduplicated population

Source: Data element contained in "Public Libraries in the United States: (annual), for the 1991 and 1992 report years, electronic and printed versions (National Center for Education Statistics).

Table 2-2. Ratio of Other Paid Staff to Librarians, by State: 1992 and 1991

State	1992			1991		
	Librarians	Other paid employees	Ratio	Librarians	Other paid employees	Ratio
United States	36,004.6	73,924.5	2.1	34,579.4	72,536.5	2.1
Alabama	538.2	723.3	1.3	(X)	(X)	(X)
Alaska	100.0	172.7	1.7	97.3	159.6	1.6
Arizona	404.0	913.2	2.3	408.5	943.0	2.3
Arkansas	74.0	497.9	6.7	62.0	482.1	7.8
California	3,202.2	7,305.0	2.3	3,185.6	7,396.9	2.3
Colorado	546.5	1,137.9	2.1	547.0	1,160.2	2.1
Connecticut	666.2	1,223.5	1.8	664.8	1,268.1	1.9
Delaware	70.6	107.3	1.5	64.5	104.7	1.6
District of Columbia	146.0	299.0	2.0	158.0	303.0	1.9
Florida	1,307.8	3,098.5	2.4	1,373.2	3,172.3	2.3
Georgia	581.6	1,735.5	3.0	543.8	1,563.9	2.9
Hawaii	173.5	423.6	2.4	167.5	414.1	2.5
Idaho	143.2	230.0	1.6	142.8	221.7	1.6
Illinois	2,152.2	4,400.1	2.0	2,078.2	4,357.2	2.1
Indiana	1,365.8	2,302.7	1.7	1,305.1	2,276.3	1.7
Iowa	718.9	573.7	0.8	686.0	617.0	0.9
Kansas	734.8	1,022.9	1.4	700.0	1,190.0	1.7
Kentucky	503.5	649.8	1.3	462.9	687.1	1.5
Louisiana	466.5	1,236.2	2.6	578.9	1,206.4	2.1
Maine	237.9	259.6	1.1	226.2	258.6	1.1
Maryland	602.7	2,038.0	3.4	586.0	2,178.0	3.7
Massachusetts	1,308.9	1,825.1	1.4	1,289.2	1,833.8	1.4
Michigan	1,394.6	2,244.1	1.6	1,355.0	2,206.3	1.6
Minnesota	626.6	1,525.3	2.4	637.7	1,441.1	2.3
Mississippi	474.9	250.2	0.5	360.6	350.9	1.0
Missouri	447.9	1,790.7	4.0	391.0	1,693.0	4.3
Montana	179.8	85.4	0.5	199.1	95.1	0.5
Nebraska	267.5	336.2	1.3	265.0	338.2	1.3
Nevada	134.3	338.8	2.5	123.8	326.8	2.6
New Hampshire	362.7	192.3	0.5	353.0	196.6	0.6
New Jersey	1,327.2	3,605.0	2.7	1,337.7	3,577.4	2.7
New Mexico	174.2	285.5	1.6	155.1	323.7	2.1
New York	3,488.1	7,987.3	2.3	3,352.7	7,836.5	2.3
North Carolina	694.1	1,557.4	2.2	622.1	1,563.9	2.5
North Dakota	107.9	80.3	0.7	106.4	84.7	0.8
Ohio	2,375.6	5,684.6	2.4	2,271.9	5,500.9	2.4
Oklahoma	417.2	456.5	1.1	369.5	553.3	1.5
Oregon	366.9	796.9	2.2	352.5	821.7	2.3
Pennsylvania	1,334.6	2,675.3	2.0	1,291.5	2,413.0	1.9
Rhode Island	162.8	360.9	2.2	163.7	345.2	2.1
South Carolina	381.3	655.6	1.7	369.3	625.9	1.7
South Dakota	106.4	149.3	1.4	106.4	147.9	1.4
Tennessee	482.7	886.8	1.8	452.2	930.3	2.1
Texas	1,579.2	3,303.2	2.1	1,573.0	2,894.0	1.8
Utah	235.0	421.9	1.8	245.9	427.9	1.7
Vermont	116.9	105.3	0.9	120.2	93.8	0.8
Virginia	780.4	2,044.6	2.6	797.3	1,941.3	2.4
Washington	620.9	1,946.9	3.1	607.9	1,984.2	3.3
West Virginia	254.9	267.8	1.1	205.9	347.8	1.7
Wisconsin	1,022.5	1,458.7	1.4	1,018.6	1,429.5	1.4
Wyoming	43.1	256.4	5.9	47.0	252.1	5.4

(X) = Not reported.
Total excludes Alabama for 1991 reporting year.
Source: "Public Libraries in the United States" (National Center for Education Statiostics), annual reports for 1991 and 1992.

Table 2-3. Counts of ALA-MLS and Librarian Staff, by State: 1992 and 1991

State	1992		1991	
	ALA-MLS	Librarian	ALA-MLS	Librarian
United States	24,462.0	36,004.6	23,377.0	34,579.4
Alabama	184.1	538.2	(X)	(X)
Alaska	61.5	100.0	55.5	97.3
Arizona	327.5	404.0	320.3	408.5
Arkansas	65.0	74.0	62.0	62.0
California	2,950.9	3,202.2	2,575.4	3,185.6
Colorado	343.1	546.5	346.8	547.0
Connecticut	538.2	666.2	529.3	664.8
Delaware	27.3	70.6	25.2	64.5
District of Columbia	113.0	146.0	135.5	158.0
Florida	990.1	1,307.8	1,002.0	1,373.2
Georgia	547.7	581.6	510.0	543.8
Hawaii	173.5	173.5	167.5	167.5
Idaho	40.1	143.2	38.4	142.8
Illinois	1,318.8	2,152.2	1,301.1	2,078.2
Indiana	686.2	1,365.8	655.0	1,305.1
Iowa	204.0	718.9	201.8	686.0
Kansas	185.8	734.8	181.0	700.0
Kentucky	117.7	503.5	107.6	462.9
Louisiana	271.4	466.5	255.1	578.9
Maine	79.0	237.9	79.8	226.2
Maryland	602.7	602.7	586.0	586.0
Massachusetts	856.7	1,308.9	873.4	1,289.2
Michigan	996.7	1,394.6	981.3	1,355.0
Minnesota	374.6	626.6	401.4	637.7
Mississippi	118.1	474.9	115.8	360.6
Missouri	276.7	447.9	251.4	391.0
Montana	26.8	179.8	25.3	199.1
Nebraska	85.3	267.5	84.8	265.0
Nevada	78.9	134.3	65.0	123.8
New Hampshire	114.0	362.7	113.0	353.0
New Jersey	1,327.2	1,327.2	1,337.7	1,337.7
New Mexico	77.0	174.2	77.0	155.1
New York	3,134.5	3,488.1	2,978.6	3,352.7
North Carolina	476.3	694.1	443.1	622.1
North Dakota	16.2	107.9	16.5	106.4
Ohio	1,601.4	2,375.6	1,554.7	2,271.9
Oklahoma	161.6	417.2	152.3	369.5
Oregon	248.1	366.9	237.0	352.5
Pennsylvania	907.8	1,334.6	876.4	1,291.5
Rhode Island	135.6	162.8	137.3	163.7
South Carolina	246.1	381.3	238.0	369.3
South Dakota	31.4	106.4	33.4	106.4
Tennessee	261.7	482.7	245.3	452.2
Texas	1,097.0	1,579.2	1,016.0	1,573.0
Utah	109.6	235.0	116.1	245.9
Vermont	32.3	116.9	34.1	120.2
Virginia	649.0	780.4	655.0	797.3
Washington	580.2	620.9	571.8	607.9
West Virginia	62.1	254.9	59.7	205.9
Wisconsin	518.0	1,022.5	514.5	1,018.6
Wyoming	34.1	43.1	36.0	47.0

(X) = not available. Therefore, U. S. total for 1991 excludes Alabama
Source: "Public Libraries in the United States: 1991" and "Public Libraries in the United States: 1992", (National Center for Education Statistics)

Table 2-4 Public Libraries With Equal Number of Librarians and ALA-MLS Staff: 1992

Library name	State	City	ALA-MLS staff	Librarians staff
Anchorage Municipal Libraries	AK	Anchorage	34.6	34.6
Solano County Library	CA	Fairfield	40.5	40.5
San Francisco Public Library	CA	San Francisco	148.0	148.0
San Mateo County Library	CA	San Mateo	40.5	40.5
Riverside City & County Public Library	CA	Riverside	46.5	46.5
Contra Costa County Library	CA	Pleasant Hill	64.0	64.0
Sonoma County Library	CA	Santa Rosa	42.5	42.5
Orange County Public Library	CA	Santa Ana	109.0	109.0
San Diego County Library	CA	San Diego	39.0	39.0
Fresno County Public Library	CA	Fresno	26.3	26.3
Beverly Hills Public Library	CA	Beverly Hills	29.0	29.0
Los Angeles Public Library	CA	Los Angeles	341.0	341.0
Stockton-San Joaquin County Public Library	CA	Stockton	38.0	38.0
Berkeley Public Library	CA	Berkeley	37.2	37.2
County of Los Angeles Public Library	CA	Downey	302.0	302.0
Arapahoe LD	CO	Littleton	33.3	33.3
Pikes Peak LD	CO	Colorado Springs	43.0	43.0
Hartford Public Library	CT	Hartford	30.1	30.1
Miami-Dade Public Library System	FL	Miami	138.0	138.0
Palm Beach County Public Library	FL	West Palm Beach	62.0	62.0
Lake Lanier Regional Library	GA	Lawrenceville	44.0	44.0
Cobb County Public Library System	GA	Marietta	44.0	44.0
Chatham-Effingham-Liberty Regional Library	GA	Savannah	26.8	26.8
DeKalb County Public Library	GA	Decatur	42.8	42.8
Atlanta-Fulton Public Library	GA	Atlanta	137.0	137.0
Hawaii State Public Library System	HI	Honolulu	173.5	173.5
Chicago Public Library	IL	Chicago	345.0	345.0
Prince Georges County Library	MD	Hyattsville	79.3	79.3
Baltimore County Public Library	MD	Towson	77.3	77.3
Howard County Library	MD	Columbia	29.0	29.0
Montgomery County Libraries	MD	Rockville	156.3	156.3
Harford County Library	MD	Belcamp	27.6	27.6
Annapolis & Anne Arundel County Library	MD	Annapolis	45.0	45.0
Enoch Pratt Free Library	MD	Baltimore	102.0	102.0
Flint Public Library	MI	Flint	32.0	32.0
Kalamazoo Public Library	MI	Kalamazoo	26.3	26.3
Wayne County Library	MI	Wayne	36.5	36.5
Kent County Library System	MI	Grand Rapids	32.6	32.6
Menneapolis Public Library	MN	Minneapolis	65.7	65.7
St. Paul Public Library	MN	St. Paul	34.0	34.0
Kansas City Public Library	MO	Kansas City	36.3	36.3
St. Charles City-County Library	MO	Saint Peters	29.6	29.6

See notes at end of table

Table 2-4 Public Libraries With Equal Number of Librarians and ALA-MLS Staff: 1992 (Continued)

Library name	State	City	ALA-MLS staff	Librarians staff
Public Library of Charlotte & Mecklenburg Co.	NC	Charlotte	72.0	72.0
Mercer County Library	NJ	Lawrenceville	28.5	28.5
Somerset County Library	NJ	Bridgewater	35.9	35.9
Burlington County Library	NJ	Mt. Holly	33.2	33.2
Ocean County Library	NJ	Toms River	75.1	75.1
Morris County Free Library	NJ	Whippany	26.0	26.0
Monmouth County Library	NJ	Manalapan	44.0	44.0
Woodbridge Public Library	NJ	Woodbridge	27.8	27.8
Newark Public Library	NJ	Newark	61.9	61.9
Buffalo & Erie County Public Library	NY	Buffalo	105.5	105.5
Brooklyn Public Library	NY	Brroklyn	315.0	315.0
The New York Public Library	NY	New York	574.9	574.9
Onnondaga County Public LIbrary	NY	Syracuse	56.5	56.5
Akron-Summit County Public Library	OH	Akron	94.5	94.5
Multnomah County Library	OR	Portland	63.5	63.5
Free Library of Philidelphia	PA	Philadelphia	278.4	278.4
Greenville County Library	SC	Greenville	39.3	39.3
Charleston Public LIbrary	SC	Charleston	42.5	42.5
Richland County Public Library	SC	Columbia	37.8	37.8
Shelby County Public Library	TN	Memphis	93.0	93.0
Knox County Public Library	TN	Knoxville	29.0	29.0
Houston Public Library	TX	Houston	160.0	160.0
El Paso Public Library	TX	El Paso	34.0	34.0
Fort Worth Public Library	TX	Fort Worth	59.0	59.0
Fairfax County Public Library	VA	Fairfax	142.2	142.2
Arlington County Department of Libraries	VA	Arlington	53.7	53.7
Henrico County Public Library	VA	Richmond	39.8	39.8
Richmond Public Library	VA	Richmond	32.0	32.0
Loudoun County Public Library	VA	Leesburg	27.8	27.8
King County Library System	WA	Seattle	138.0	138.0
Fort Vancouver Regional Library	WA	Vancouver	26.6	26.6
Madison Public Library	WI	Madison	37.9	37.9

Note: represents only those public libraries reporting more than 25 staff.
Source: "Public LIbrariies in the United States: 1992 (National Center for Education Statistics), 1992 dataset.

Table 2-5. Public Libraries Reporting Staff and No Salaries, or Salaries and No Staff: 1991 and 1992

FSCS library identification number	Public library name	State	City	Reported staff by type (FTE)			Salaries reported
				Librarians	Other paid	Total	
	1991						
320	Gustavus Public Library	AK	Gustavus	0.25	0	0.25	0
100-007	Lynn	AL	Lynn	-1	-1	0.5	0
FSCS0080	Manzanola P/S L	CO	Manzanola	0.25	0.7	0.95	0
06300	Fletcher Memorial Library	CT	Hampton	0	0.25	0.25	0
CC01	Oxford Public Library	IA	Oxford	0.1	0.1	0.2	0
1135	Amity Twp. P.L.	IL	Cornell	0.15	0	0.15	0
6382	Penn Township Public Library	IN	Pennville	0	0	0	$3,650
KS0073	Burnley Memorial Library	KS	Cottonwood Falls	0	0	0	$3,340
KS0056	Burns Public Library	KS	Burns	0	0	0	$687
KS0010	Bison Community Library	KS	Bison	0	0	0	$131
KS0011	Burr Oak City Library	KS	Burr Oak	0	0	0	$330
KS0012	Palco Public Library	KS	Palco	0	0	0	$4,485
KS0014	F. Lee Doctor Public Library	KS	Agra	0	0	0	$582
KS0135	Clayton City Library	KS	Clayton	1	0	1	0
KS0019	Otis Community Library	KS	Otis	1	0	1	0
KS0008	Burdett Community Library	KS	Burdett	1	0	1	0
KS0248	Howard City Library	KS	Howard	1	0	1	0
KS0195	Ida Goodman Memorial Library	KS	St. John	2	5	7	0
KS0164	Norwich Public Library	KS	Norwich	1	1	2	0
048	Charleston Public Library	ME	Charleston	0.87	0	0.87	0
138	Harlowton Public Library	MT	Harlowton	0.5	0	0.5	0
ND054	Maddock Community Library	ND	Maddock	0.2	0	0.2	0
ND088	Washburn Public Library	ND	Washburn	0.5	0	0.5	0
ND082	Turtle Lake Public Library	ND	Turtle Lake	0.45	0	0.45	0
ND056	Max Community Library	ND	Max	0.3	0	0.3	0
0817	Swedesboro Public Library	NJ	Swedesboro	0	0	0	$813
5600226430	Thousand Island Park	NY	Thousand Island	0.7	0.45	1.15	0
6401000000	Livingston County Library Syste	NY	Avon	0	0	0	$84,211
54	Nyssa P L	OR	Nyssa	0	0	0	$26,190
519350035	Waverly Memorial Library	PA	Waverly	0	0	0	$210
57276-0346	Deubrook Community Library	SD	White	0	0.5	0.5	0
57452-0067	Java Public Library	SD	Java	0.15	0	0.15	0
57073-0311	Wakonda Public Library	SD	Wakonda	0.1	0	0.1	0
4	Shackelford County Library	TX	Albany	0.45	0	0.45	0
415	Winters Public Library	TX	Winters	0.75	0	0.75	0
144	Robertson County Library	TX	Franklin	0	0	0	$750
366	Stella Ellis Hart Public Library	TX	Smiley	0	0	0	$21
491	Maud Public Library	TX	Maud	0.6	0.1	0.7	0
534	Pottsboro Area Public Library	TX	Pottsboro	0.5	0	0.5	0
470	Turkey Public Library	TX	Turkey	0.5	0	0.5	0
486	Everman Public Library	TX	Everman	0.4	0	0.4	0
CLARENDON	Bailey Memorial	VT	North Clarendon	0	0.5	0.5	0
ALBURG	Alburg Public	VT	Alburg	0	0.5	0.5	0
055	Old Charles Town	WV	Charles Town	1	3.75	4.75	0

See notes at end of table

Table 2-5. Public Libraries Reporting Staff and No Salaries, or Salaries and No Staff: 1991 and 1992 (Continued)

FSCS library identification number	Public library name	State	City	Reported staff by type (FTE)			Salaries reported
				Librarians	Other paid	Total	
	1992						
506-004	Westside	AL	Walnut Grove	1	1	2	0
999-037	White Hall	AL	White Hall	1	0	1	0
100-007	Lynn	AL	Lynn	0.5	0	0.5	0
107-006	Eva	AL	Eva	0	0.25	0.25	0
FSCS0083	Mineral Co S/PL	CO	Creede	0	0	0	$2,119
FSCS0080	Manzanola S/PL	CO	Manzanola	0.25	0.7	0.95	0
1137	Cortland Library	IL	Cortland	0	0	0	$211
2015	Grand Tower P.L.	IL	Grand Tower	0.55	0	0.55	0
1035	Cissna Park Community L.D.	IL	Cissna Park	1	1.68	2.68	0
1135	Amity Twp. P.L.	IL	Cornell	0.15	0	0.15	0
KS0019	Otis Community Library	KS	Otis	1	-1	1	0
ELLIOTT	Rhett Brown Memorial	KY	Sandy Hook	2	0	2	0
053	Clinton - Brown Memorial Librar	ME	Clinton	1	2	3	0
094	Gouldsboro - Dorcas Library	ME	Prospect Harbor	0	0	0	$714
B0004	Blackmur Memorial Library	MS	Water Valley	0.75	0.5	1.25	0
ND082	Turtle Lake Public Library	ND	Turtle Lake	0	0.05	0.05	0
ND054	Maddock Community Library	ND	Maddock	0.5	0	0.5	0
ND056	Max Community Library	ND	Max	0.3	0	0.3	0
6401000000	Livingston County Library Syste	NY	Avon	0	0	0	$61,819
5600226430	Thousand Island Park Library	NY	Thousand Island	0.7	0.45	1.15	0
5600221740	Depauville Free Library	NY	Depauville	0.3	0	0.3	0
138	Florence Public Library	TX	Florence	0.5	0	0.5	0
480	Whitehouse Community Library	TX	Whitehouse	0.75	0	0.75	0
542	Ione Jones Community Library	TX	Jonestown	0.5	0	0.5	0
RYEGATE	Ryegate Corner	VT	Rygate	0	0	0	$50
RYEGATE/SOU	South Ryegate	VT	South Ryegate	0.07	0	0.07	0
BURKE/EAST	East Burke Community	VT	East Burke	0.56	0	0.56	0

Source: "Public Libraries in the United States: 1991" and "Public Libraries in the United States: 1992" (National Center for Education Statistics).

Table 2-6. Ratios of Selected Variables in 1991 Public Library Dataset

Category or state	Ratios						
	ALA-MLS to librarians	ALA-MLS to total staff	Librarians to total staff	Books to librarians	Reference actions to librarians	Librarians per 10,000 population	Total staff per 10,000 population
U S ratio	67 6	21 6	32 0	18,185	6,422	1.4	4 5
High	100 0	29 4	67 7	70,554	13,326	3.5	9.5
Low	12 7	8 6	11 4	11,183	75	0.3	2.5
Median	63 2	20 1	34 3	18,045	4,823	1.4	4.4
Average	59 1	19 0	35 6	19,536	5,151	1.6	4 5
Alabama	(X)	(X)	(X)	(X)	(X)	(X)	2 7
Alaska	57 1	21 6	37 9	18,307	3,566	1 7	4 5
Arizona	78 4	23 7	30 2	16,720	9,541	1 1	3 7
Arkansas	100 0	11 4	11 4	70,554	9,282	0 3	2 5
California	80 8	24 3	30 1	17,845	12,816	1 0	3 5
Colorado	63 4	20 3	32 0	16,137	5,379	1 7	5 2
Connecticut	79 6	27 4	34 4	18,337	4,171	2 0	5 9
Delaware	39 1	14 9	38 1	18,440	4,724	1 0	2 5
District of Columbia	85 8	29 4	34 3	11,183	6,273	2 6	7 6
Florida	73 0	22 0	30 2	13,408	11,818	1 1	3 5
Georgia	93 8	24 2	25 8	23,855	7,508	0 8	3 1
Hawaii	100 0	28 8	28 8	14,928	7,504	1 5	5 2
Idaho	26 9	10 5	39 2	19,585	3,855	1 7	4 4
Illinois	62 6	20 2	32 3	15,647	5,803	2 0	6 3
Indiana	50 2	18 4	36 6	13,898	3,537	2 5	6 9
Iowa	29 4	15 5	52 6	15,250	2,324	2 5	4 7
Kansas	25 9	9 6	37 0	11,662	4,038	3 5	9 5
Kentucky	23 2	9 4	40 3	15,039	2,459	1 3	3 2
Louisiana	44 1	14 3	32 4	15,661	4,014	1 4	4 2
Maine	35 3	16 5	46 7	21,887	2,077	2 3	4 9
Maryland	100 0	21 2	21 2	22,371	13,326	1 3	6 0
Massachusetts	67 7	28 0	41 3	20,873	2,366	2 2	5 3
Michigan	72 4	27 6	38 0	17,264	4,316	1 5	3 8
Minnesota	62 9	19 3	30 7	18,238	8,614	1 5	4 8
Mississippi	32 1	16 3	50 7	14,007	2,802	1 4	2 8
Missouri	64 3	12 1	18 8	43,428	5,232	0 8	4 4
Montana	12 7	8 6	67 7	12,000	1,819	2 5	3 7
Nebraska	32 0	14 1	43 9	18,461	1,035	2 1	4 7
Nevada	52 5	14 4	27 5	17,851	7,248	1 0	3 7
New Hampshire	32 0	20 5	64 2	12,788	1,651	3 2	5 0
New Jersey	100 0	27 2	27 2	20,548	4,361	1 7	6 4
New Mexico	49 6	16 1	32 4	18,570	1,383	1 4	4 2
New York	88 8	26 6	30 0	19,600	6,346	1 9	6 2
North Carolina	71 2	20 3	28 5	19,859	6,344	0 9	3 3
North Dakota	15 5	8 6	55 7	17,396	3,213	1 9	3 3
Ohio	68 4	20 0	29 2	16,482	6,115	2 1	7 2
Oklahoma	41 2	16 5	40 0	14,868	4,922	1 4	3 6
Oregon	67 2	20 2	30 0	17,784	5,024	1 3	4 4
Pennsylvania	67 9	23 7	34 9	18,493	5,368	1 1	3 2
Rhode Island	83 9	27 0	32 2	21,447	75	1 6	5 1
South Carolina	64 4	23 9	37 1	14,665	3,878	1 1	2 9
South Dakota	31 4	13 1	41 9	20,380	2,130	1 9	4 5
Tennessee	54 3	17 7	32 7	16,904	6,769	0 9	2 8
Texas	64 6	22 7	35 2	21,606	8,307	1 0	2 8
Utah	47 2	17 2	36 5	18,626	3,931	1 4	3 9
Vermont	28 4	15 9	56 2	19,467	1,779	2 1	3 8
Virginia	82 2	23 9	29 1	17,103	8,917	1 3	4 6
Washington	94 1	22 1	23 5	19,407	7,887	1 3	5 4
West Virginia	29 0	10 7	37 0	21,270	5,923	1 1	2 9
Wisconsin	50 5	21 0	41 6	15,367	5,010	2 1	5 0
Wyoming	76 6	12 0	15 7	41,345	771	1 0	6 6

(X) = Not reported
Source Compiled from statistics contained in "Public Libraries in the United States 1991 (National Center for Education Statistics)

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Table 2-7. Ratios of Selected Variables in 1992 Public Library Dataset

Category or state	Ratios						
	ALA-MLS to librarians	ALA-MLS to total staff	Librarians to total staff	Books to librarians	Reference actions to librarians	Librarians per 10,000 population	Total staff per 10,000 population
U S ratio	67 9	22 3	32 8	17,848	6,332	1 5	4 5
High	100 0	29 1	67 8	62,262	12,641	3 6	8 8
Low	14.9	8 6	12 9	10,530	87	0 3	2 5
Median	61 5	19 9	35 2	17,884	5,131	1 6	4 3
Average	58 4	19 1	36 7	19,406	5,483	1 6	4 5
Alabama	34 2	14 6	42 7	12,701	3,437	1 3	3 1
Alaska	61 5	22 5	36 7	18,556	4,177	1 7	4 7
Arizona	81 1	24 9	30 7	17,884	9,822	1 1	3 5
Arkansas	87 8	11 4	12 9	62,262	10,250	0 3	2 5
California	92 2	28 1	30 5	18,155	11,934	1 1	3 5
Colorado	62 8	20 4	32 4	16,427	5,965	1 6	5 0
Connecticut	80 8	28 5	35 3	18,798	4,586	2 0	5 8
Delaware	38 6	15 3	39 7	17,124	4,824	1 1	2 7
District of Columbia	77 4	25 4	32 8	12,883	7,303	2 4	7 3
Florida	75 7	22 5	29 7	16,023	12,641	1 0	3 5
Georgia	94 2	23 6	25 1	23,311	7,945	0 9	3 5
Hawaii	100 0	29 1	29 1	17,353	7,226	1 6	5 4
Idaho	28 0	10 7	38 4	19,402	4,053	1 7	4 5
Illinois	61 3	20 1	32 9	15,549	5,783	2 1	6 5
Indiana	50 2	18 7	37 3	13,716	3,783	2 7	7 1
Iowa	28 4	15 8	55 6	14,692	2,264	2 6	4 6
Kansas	25 3	10 5	41 7	11,342	2,815	3 6	8 8
Kentucky	23 4	10 2	43 7	14,147	2,369	1 4	3 2
Louisiana	58 2	15 9	27 4	19,576	6,272	1 1	4 0
Maine	33 2	15 9	47 8	20,139	2,274	2 4	5 1
Maryland	100 0	22 8	22 8	23,249	10,426	1 3	5 6
Massachusetts	65 4	27 3	41 8	20,783	3,532	2 2	5 2
Michigan	71 5	27 4	38 3	16,750	4,968	1 5	3 9
Minnesota	59 8	17 4	29 1	18,865	9,448	1 4	4 9
Mississippi	24 9	16 3	65 5	10,530	2,349	1 8	2 8
Missouri	61 8	12 4	20 0	40,429	6,145	0 9	4 7
Montana	14.9	10 1	67 8	13,794	2,800	2 3	3 3
Nebraska	31 9	14 1	44 3	18,163	1,231	2 1	4 7
Nevada	58 7	16 7	28 4	17,312	7,844	1 0	3 5
New Hampshire	31 4	20 5	65 4	12,946	1,833	3 3	5 0
New Jersey	100 0	26 9	26 9	21,295	4,673	1 7	6 4
New Mexico	44 2	16 8	37 9	23,268	4,108	1 6	4 2
New York	89 9	27 3	30 4	18,476	5,620	1 9	6 4
North Carolina	68 6	21 2	30 8	17,997	7,376	1 0	3 4
North Dakota	15 0	8 6	57 3	17,785	2,837	2 0	3 5
Ohio	67 4	19 9	29 5	16,246	5,581	2 2	7 4
Oklahoma	38 7	18 5	47 8	13,228	4,758	1 6	3 4
Oregon	67 6	21 3	31 5	17,395	4,779	1 3	4 2
Pennsylvania	68 0	22 6	33 3	17,869	5,449	1 2	3 5
Rhode Island	83 3	25 9	31 1	22,321	87	1 6	5 2
South Carolina	64 5	23 7	36 8	15,295	5,581	1 1	3 0
South Dakota	29 5	12 3	41 6	21,081	1,796	1 8	4 3
Tennessee	54 2	19 1	35 2	16,442	7,432	1 0	2 8
Texas	69 5	22 5	32 3	19,719	9,620	1 0	3 1
Utah	46 6	16 7	35 8	19,481	4,270	1 4	3 8
Vermont	27 6	14 5	52 6	20,187	2,279	2 2	4 3
Virginia	83 2	23 0	27 6	18,743	8,282	1 3	4 6
Washington	93 4	22 6	24 1	20,737	6,210	1 3	5 2
West Virginia	24 4	11 9	48 7	17,115	5,640	1 4	2 9
Wisconsin	50 7	20 9	41 2	15,611	5,131	2 1	5 0
Wyoming	79 1	11 4	14 4	46,545	7,811	0 9	6 4

Source Compiled from statistics contained in "Public Libraries in the United States 1992 (National Center for Education Statistics)

CHAPTER 3. COMPARISONS OF FSCS PUBLIC LIBRARY STATISTICS TO SECONDARY SOURCES

3.0 Introduction

The third phase in the evaluation of FSCS/PLS public library staff statistics was to make comparisons to statistics found in secondary sources. This evaluation was limited to three secondary sources of information on public library staff: the Census Bureau measures of government employees from the Census of Governments and its associated annual surveys, the statistical reports issued by state government agencies, and the staff measures contained in the Public Library Data Service annual statistical report. Each source is described more fully below.

Public library employment statistics are not as readily available in secondary sources as were public library statistics about finances, services, and coverage. Hence the findings from this phase of the evaluation are not as comprehensive as were comparisons of financial and coverage statistics. They do offer some additional insight, however, into the quality of the FSCS/PLS staff statistics.

3.1 Comparison to Bureau of the Census Statistics

Most public libraries are administered by, or associated with, a local government. Consequently, most are included in the Census of Governments.

The Census of Governments is taken at five year intervals with the objective of providing measures of the size of the government sector and its level of economic activity. This is done by canvassing all individual local governments in the Nation. Among the information collected are statistics on public employment, by function or activity. The library function is one that is separately measured. For employment statistics, this means measuring the numbers of full-time, part-time, and full-time equivalent employees that perform duties within the library function, which is described as follows:[6]

DEFINITION: Establishment and provision of libraries for use by the general public and the technical and financial support of privately-operated libraries.

EXAMPLES: Public libraries, community libraries, consolidated libraries, regional libraries, and their variously-named equivalents; library extension services including bookmobiles; public library (special) districts; U. S. Library of Congress (including Copyright Office); state library commissions and boards; aid for the construction or operation of other libraries, governmental or private; programs to promote, develop, and coordinate library services and facilities.

EXCLUSIONS: Law libraries; libraries operated by school systems--elementary, secondary, or higher education--primarily for the benefit of students and teachers; specialized libraries which do not serve the general public, such as a medical library of a university hospital.

Thus the Census of Government measures of library employment represent the activity or function, without regard to how a public library is structured. There are enough similarities between the census definition and the FSCS definition to justify a comparison of the respective measures. For example, special and school libraries are excluded from both sets. Both require that libraries must be open to the general public. Definitional differences also existed, but can be controlled to some extent. For example, using only local government statistics from the Bureau of the Census dataset eliminated the problem of the census data including state library activities.[7] Adjustments for regional libraries were made by reference to the FSCS/PLS and census datasets containing individual library entity data, or by state statistical reports that contained individual library entity data.

The Census of Governments was taken in 1987 and in 1992. There is also a scientific sample in place to measure local government finances and employment annually, in detail by function. The sample-based estimates were used for this comparison of the 1991 employment measures.

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[6] *"Government Finance and Employment Classification Manual,"* page 52(0) (Bureau of the Census)

[7] Statistics for Hawaii were an exception, since the public libraries are state-operated.

Table 3-1 contains statistics on state area full-time equivalent employment for the FSCS/PLS dataset and the Census Bureau's series on local government statistics from 1991 and 1992. The FSCS/PLS numbers represent total FTE staff of public libraries, while the Census Bureau numbers represent full-time equivalent employment for the library function for all local governments in each state.

As indicated in the table, there were some extreme differences between the two sets of statistics. It was determined that comparisons between many of the states were of limited value because the levels reported from the Census of Governments data were not equal in coverage to the FSCS/PLS information. There were several reasons for this, with the coverage actually varying considerably by state.

In order to be counted in the Census Bureau numbers, a public library must be a government entity. This is not a necessary condition in the FSCS/PLS dataset, although it is often the case. This could contribute directly to differences in the count of library staff.

A few examples are in order. In Mississippi, the FSCS/PLS numbers were found to be more accurate measure of public library staffing. This is because the Census Bureau numbers exclude those public libraries referred to as regional library systems. These are correctly included in the FSCS/PLS dataset for Mississippi because they provide direct library services to the public. The 13 identifiable regional systems accounted for approximately 280 total staff (FTE) in the 1992 FSCS/PLS dataset, or about one-third of the state total.

New York state is an example where some libraries are operated by public school systems. The Census Bureau employment for such entities are reported in the education function, rather than the library function. In New York, libraries had the largest absolute difference in staff between the two series of any state. It is noted that the FSCS/PLS dataset contributes to part of the discrepancy because it includes New York's regional library systems, which do not conform to the FSCS definition of a public library. The total staff reported for the regional systems, in 1992, was 1,021.

Total FTE staff for the three individual libraries serving New York City were compared to the Census Bureau employment count for the library function in New York City. The numbers were very close. The FSCS/PLS count for 1992 was 3,901 compared to the Census Bureau count of 3,833. This was very encouraging since the New York city number represents such a large share of the state total. Despite its size, New York City is well defined (structurally) for government statistics purposes and the employment numbers in the Census Bureau series are usually quite accurate. For New York state, the state level differences between the two series thus are caused by differences other than reporting for the New York City library entities.

There also were some encouraging comparisons where states showed very close aggregate measures. For 1992, totals for ten states were within two percent or less, and another nine were within five percent. Included among these were the large states of California, Florida, and Illinois. For 1991, six states were within two percent and another five states were within five percent. Thus there was an increase in the number of states reporting totals staff within five percent between the two datasets.

The national totals are the sum of the individual state amounts reported. Given the mix of state comparisons discussed above, there was little additional information obtained from evaluating the national amounts. There is one note to mention about the respective aggregate trend changes that occurred between 1991 and 1992. The FSCS/PLS dataset showed a slight increase in public library staff from 1991 to 1992, while the Census Bureau numbers showed a slight decline. Diverging trends could be a cause for concern when comparing statistical series that purport to measure the same activity. In this case, the chief cause was a problem with the Census Bureau series, where the California number declined by about 8 percent from 1991 to 1992.

The 1991 California numbers in the Census Bureau series were found to be too high. (This had to do with the excessive payroll levels for city-operated libraries reported by some of the respondents to the Census Bureau survey. These payrolls then were used to calculate FTE employment levels.) Thus the 7.7 percent difference in the two series for 1991 is overstated. The difference of 1.7 percent for 1992, which we think is a better indication, shows the two series with closer statistics on the number of FTEs. The comparable 1990 FTE figure for California, from the Census Bureau survey for that year, was 10,180. This was much closer to the 1992 Census figure of 10,686 and to the FSCS/PLS 1992 number of 10,507.

3.2 Comparison to State Directories and Statistical Reports

Employment measures from the public library dataset were compared to available statistics from the library directories and statistical reports for individual states. Statistics from both the 1991 and 1992 FSCS/PLS years were used because the state sources varied as to year of coverage. Although there were reports from all the states, only 21 contained statistical measures (either aggregated or in detail) that could be used to compare to the FSCS/PLS dataset. These broke down as follows:

Contained aggregate measures in one or more years -- 16 states
- 15 for 1992
- 9 for 1991
- 1 for 1989

Contained individual public library measures in one or more years -- 19 states
- 2 for 1993
- 13 for 1992
- 3 for 1991
- 1 for 1989

Appendix C at the end of this report contains some additional information about the availability of employment statistics from the individual state government statistical reports.

Aggregate Comparisons

Tables 3-2 through 3-5 contain comparisons of the FSCS/PLS statistics with the aggregates from the individual state reports. Fifteen states were compared for the 1992 reporting period. Of these, six showed differences of greater than five percent in the measure of total FTE paid staff. The other nine were within three percent, with eight having a difference of one percent or less.

The "total paid employees" variable was used for this comparison. In two states where the component breakdown existed, the pattern for the types of employees was similar that of the total (see Alabama in table 3-5 and Wisconsin in tables 3-4 and 3-5).

For 1991, nine states were compared, of which three showed a difference in total staff of over five percent between the FSCS/PLS statistics and the state reports. In states that showed a large difference between the FSCS/PLS and state report aggregates, there were two general reasons identified for the differences. One was that the state reports included staff for regional library systems. These frequently employ permanent staff of their own, who are not assigned to what the FSCS/PLS classifies as a public library. Regional systems generally serve the public libraries rather than the public. The second general reason the FSCS/PLS numbers differed from the states numbers was that a different measurement base was used. There were cases where the data in the state reports excluded plant operation and maintenance workers, for example.

For 1992, comparisons were made in 15 states. There was a total difference of over five percent in six of these.

For Illinois, the FSCS/PLS aggregates for both the 1991 and 1992 total employee measure showed a large difference from that reported in the state's own sources. Part of the reason could be that the state's own measures of public library employment excluded maintenance workers. Such staff are specified as being included or at least allowed in the FSCS/PLS statistics, according to the FSCS definition of library employees. It could not be determined how much of a decrease in the nine percent difference would have resulted given the addition of maintenance employees in the state statistics. It is noted that the state report form for 1992-93 included a request for building maintenance, security or plant operation employees. This would meet the reporting needs for the FSCS/PLS census, regardless of whether the state used the measures for these employees in its own statistical report.

Massachusetts was one of the states with a difference of over five percent in both 1991 and 1992. The stat report contained FTE statistics only for total employees. In both years, the state counts exceeded the count reported in the FSCS/PLS. One reason could be that the state used 35 hours per week for calculating the FTE measure in its own report. This could explain most of the difference between the two series, if the state then used 40 hours in calculating its submission for the FSCS/PLS. Adjusting for this difference in base makes the two numbers very close in both years.

The 1991 Minnesota statistics in the state directory were nearly five percent higher than those in the FSCS/PLS. Minnesota's state reporting instructions conform to the FSCS definitions (table 1-2). Most of the difference is attributable to the existence of twelve regional library systems in the state, which by definition are not counted as public libraries in the FSCS/PLS census. The FTE count for total paid staff of the regional library system

central operations amounted to 67.1. Netting these from the state report total yields a revised count of 2,119.8 FTEs, which is only 2 percent higher than the amount reported in the FSCS/PLS (compared to the 4.9 percent shown in table 3-3). For the 1992 aggregates, the difference between the state report and the FSCS/PLS numbers went from plus 0.9 percent (state directory being larger) to -2.2 percent (the FSCS/PLS data being larger) after netting for the library system staff.

The statistics for Texas in tables 3-2 and 3-3 show modest differences, but these are explained at least in part by timing. The Texas statistics submitted to the FSCS for that year actually represented 1990 rather than 1991. Adjusting for the one year lag by comparing the 1990 state report to the 1991 FSCS report produced aggregates that were closer than those shown in the tables.

The comparisons for Oklahoma showed the FSCS/PLS statistics for total paid staff were about seven percent higher than the total reported in the state directory for 1992. Yet for the variable "ALA-MLS," the two sets of numbers were nearly identical. The state reporting instructions are explicit to the reporting libraries to exclude plant operation, security, and maintenance staff. This instruction could be the source of the differences between the two series, since the FSCS definition requires the inclusion of these support staff. This would explain why the "ALA-MLS" aggregates are comparable, but the "total paid staff" aggregates are not.

In Alabama, the 1992 state directory numbers exceeded the FSCS/PLS by 2.6 percent. However, the state numbers contained employment of the regional library systems, which are not classified as public libraries for FSCS/PLS purposes. Adjustment for these employees yields a total employment figure from the state directory that is about 5 percent less than the level reported in the FSCS/PLS statistics. It could not be determined if any of the regional library employees also were reported as belonging to the individual public libraries in the FSCS/PLS program.

The differences between the FSCS/PLS and state report aggregates in Wisconsin are caused by the inclusion of regional library system FTE staff in the latter. There are 17 regional library systems in the state, and these are not counted as public libraries for the FSCS/PLS census because they do not meet the criteria in the definition. The total FTE paid staff for these systems was 159.6 and 169.2 in 1991 and 1992, respectively. Netting these amounts from the totals reported in the state directory (shown in tables 3-2 and 3-4) yields numbers nearly identical (within 1 percent) to those reported in the FSCS/PLS:

	1992	1991
Total FTE staff (FSCS/PLS)	2,481.2	2,448.1
Total FTE staff (state report)	2,654.3	2,616.9
Adjusted FTE staff (state report)	2,485.1	2,457.3

It was noted that this adjustment to the data also explained or accounted for differences in the component staff category of "librarians." For example, in both 1991 and 1992 the "ALA-MLS" variable as contained in the state report was identical to that reported for the FSCS/PLS census, after the adjustment was made for the regional library systems. This latter point is especially interesting for the 1992 figure, since Wisconsin is one of the states for which the ALA-MLS state definition was classified as not conforming (conditionally) to the FSCS definition.

For the state of Washington, 1992 statistics were available only for total FTE staff of each public library. There was no breakdown among the individual staff types. The state report total was about five percent lower than the total staff reported for the 1992 FSCS/PLS.

No specific explanation for the difference was discovered. The definitions contained in the Washington reporting instructions conform well to the FSCS/PLS standards. For example, the state instructions correctly call for including plant and operation staff. Nor was there a pattern of different reporting for the city, county, or regional public libraries in the state. The aggregate differences were found to be due entirely to some large differences in a handful of individual public libraries. These are discussed in the following subsection.

The West Virginia aggregate for total FTE staff from the state report exceeded that reported in the FSCS/PLS by 5.7 percent. As was the case for Washington, no one factor explained the difference. The state reporting instructions were mostly consistent with the FSCS/PLS requirements (amounts were reported in terms of FTE, all staff were included, and so forth). The aggregate difference was due to specific discrepancies that occurred at the individual public library level. These, to, are discussed more fully below in the Individual Comparison subsection.

In summary, the comparisons of state totals for the employment component measures showed that the FSCS/PLS statistics were reasonable. To be sure, it is

noted that the individual states sources are not necessarily independent from the FSCS/PLS reports. This is because numerous states utilize the FSCS definitions and reporting guidelines for their own purposes. Exact matches of employee levels in some of the states attest to this condition.

Since only a limited number of states were compared for the two years, it is not possible to draw broad conclusions about the full FSCS/PLS dataset. However, the aggregates that were evaluated showed the FSCS/PLS statistics to be very reasonable when compared to the state reports. Even in the states with large aggregate differences between the FSCS/PLS census and the state's own statistics, there were reasons found for the different levels of reporting and these showed the FSCS/PLS numbers to be accurate measures of public library staff. This is a positive reading on the data quality for these states.

Individual Comparisons

Evaluation of staff measures for individual public libraries could be done only in a few instances, generally within the states cited above for which data were available from the state directories.

A one-to-one comparison was made between the FSCS/PLS and the state report for the individual public libraries in the state of Washington. The variable compared was total staff, for the year 1992. There were 70 public libraries according to both the PLS census and the state report. Of these, 67 had a total FTE count reported in both sources. The total FTE matched exactly in 15 public libraries and was within one FTE in 24 others. Eighteen public libraries were reasonably close (differences of one or two for small libraries, up to six for larger libraries).

The reason the state aggregate numbers from the two sources differed is that there were 10 individual public libraries that had large differences in the count of total FTE staff. These are listed below.

	Total FTE staff for 1992	
Public library	FSCS	State Report
Pierce County	177.9	169
Kitsap Regional	130	75
North Central Regional	76.11	69
Spokane County	93.39	87
Tacoma	144	107.5
Everette	57.9	48
Longview	23.45	15
North Olympic	53	43
Whatcom County	52.8	43
Pullman (Neill)	18	8.25

The state report contained no breakdown of FTE staff category. Thus, it was not possible to determine whether these differences were distributed among the "ALA-MLS," "librarian," and "other staff" variables.

The 1991 FSCS/PLS dataset counts for staff for the above units were similar. For example, the Kitsap number was also 130. This makes it unlikely that a data entry error occurred in the FSCS/PLS dataset.

From the 1992 FSCS/PLS dataset, the individual public libraries in West Virginia were matched to the libraries in the 1992 state report. The total staff numbers shown in both sources were identical for all but two public libraries -- Mingo and Putnam County. In both cases the state report contained a higher FTE staff count. For Mingo and Putman, the state report total included some FTE staff from branch library components, yet these staff were apparently not included in the FSCS/PLS count. The differences were modest, with the state report showing a larger count of about three for Mingo and about five for Putnam.

The FSCS-to-state report difference at the aggregate level was affected also by the inclusion of four additional library entities in the state report that were not found in the FSCS/PLS dataset. Their FTE staff total was about five, again representing a very modest difference. This is not a staff variable problem, but rather falls into the coverage area. It is assumed that these four entries (shown as "designate libraries" in the state report) were determined to be out of scope as far as the FSCS definition is concerned.

In summary, the West Virginia staff variables in the FSCS/PLS dataset are very close to those reported in the state's own report. The differences between the aggregate amounts reported are due to two specific discrepancies that could be easily modified, plus an apparent definition/coverage issue.

One example of exact reporting was found in New Hampshire. As shown in table 3-4, the FSCS/PLS and states directories contained aggregate staff counts that were very close (within 0.1 percent). A check of individual libraries in the state directory revealed that the differences were due entirely to the inclusion, in the state directory numbers, of FTE counts for library staff

volunteers. For example, the 1992 state directory data for the Nashua public library showed 47.55 FTE staff, compared to the FSCS/PLS number of 46.05. According to the state directory, the FTE count for volunteers was 1.5. For Concord public library, the difference between the state directory count and the FSCS/PLS number was .32 FTE, again exactly equal to the FTE count for volunteer. These numbers verified that New Hampshire's reporting for the FSCS/PLS followed the FSCS/PLS guidelines.

3.3 Comparison to the Public Library Data Service

The Public Library Data Service (PLDS) is a dataset compiled by the Public Library Association, a subagency of the American Library Association. The PLDS is compiled annually and contains key statistics on public libraries.

There are differences in collection methods between the PLDS and FSCS/PLS programs. The FSCS/PLS relies totally on the data coordinators in each of the states, which provides some consistency in the interpretation of definitions. The PLDS uses a questionnaire to canvass the respondent public libraries. While not a definitive criterion, the respondents tend to be those serving populations of over 100,000, with selected coverage of public libraries serving smaller populations. In 1993, for the fiscal year 1992 data being compared herein, there were 630 libraries in the PLDS.

The staff variables in the PLDS are not the same as those collected for the FSCS/PLS dataset. The PLDS contains three staff measures, all in FTE: "librarians," "other staff," and "total." The FTE calculation is based upon a work week deemed as standard by the local public library being canvassed, as long as it is between 35 and 40 hours. For this evaluation, a primary comparison was made for one staff variable. The FSCS/PLS staff variable of "ALA-MLS" was compared to the PLDS variable of "librarians," which is similarly defined [8]

It is noted that the PLDS "total staff" and "other staff" variables are not defined the same as for the FSCS/PLS. The latter includes plant operation and maintenance, while in the PLDS such staff are specifically excluded, as noted by the PLDS definition for "other staff."[9] (However, the statistics are compared here for information purposes.)

This evaluation attempted to compare the two datasets for all individual public libraries serving a population of over 100,000. There were 464 such public libraries in the 1992 FSCS/PLS dataset. Of these, 315 were matched to the entries in the PLDS dataset for 1993, which covered a timeframe comparable to the 1992 fiscal years in the FSCS/PLS dataset. For each match, the three PLDS staff variables were compared to the FSCS/PLS staff variables. Given the differences in definition, it was expected that:

- the FSCS/PLS total staff should be larger, since they include plant operation and maintenance,
- the FSCS/PLS count for the variable "ALA-MLS" should be similar to the PLDS "librarians"counts, and,
- the "other staff" variable comparisons would be less predictable, since the PLDS definition was more ambiguous as to what to do with persons having the title of librarian, but not having the master's degree credentials.

A look at the 17 matches for the largest public libraries (those serving over 1 million) showed a surprisingly large number of equal counts for all the variables (an equal count was declared if the two sources were within one FTE). The numbers were as follows:

	Variable		
	Total	Librarians	Other staff
FSCS = PLDS	8	4	7
FSCS less than PLDS	3	9	4
FSCS more than PLDS	6	4	6

At least for these 17 large public libraries, the exact matches for "total staff" and "other staff" are unexpectedly

[8] The PLDS definition for "librarian" is -- *Report FTE of all who are: Staff members doing work that requires professional training and skill in the theoretical or scientific aspect of library work, or both, as distinct from its mechanical or clerical aspect. The usual education requirement is a master's degree (or its historical antecedent) from a library education program. Include staff in managerial positions as well as in other positions.*

[9] The PLDS definition reads, in part--*All other paid staff: Include all other persons paid by the library budget EXCEPT plant operation and maintenance staff.*

high. Appendix D contains a full list of the matches for this phase of the evaluation.

The general results for comparing all of the 315 matched public libraries are shown below:

	Variable		
	Total	Librarians	Other staff
FSCS = PLDS	128	162	106
FSCS less than PLDS	81	135	104
FSCS more than PLDS	106	18	105

Thus the "ALA-MLS" variable in the FSCS/PLS dataset equaled the number of librarians reported in the PLDS in just over one-half of these public libraries. There were 182 cases where, for individual public libraries, the FSCS/PLS "librarian" variable equaled the PLDS "librarian" variable. This match rate exceeded the 162 public libraries for which the FSCS/PLS staff variable "ALA-MLS" equaled the PLDS "librarian" variable. This was very interesting in view of the respective definitions. The public libraries canvassed for the PLDS survey could have been influenced by the FSCS/PLS reporting requirements, or vice versa.

If these two types of matches are combined, the FSCS/PLS staff count for either "ALA-MLS" or "librarians" was found to be equal to the librarians count in over 200 individual public libraries (duplication of the "ALA-MLS" and "Librarians" variables in the FSCS/PLS dataset must be netted).

Another interesting result of this evaluation concerned the PLDS variable for "other staff." Despite the differences in definition, the numbers reported in the FSCS/PLS were identical to the numbers reported in the PLDS for about one-third of the public libraries compared. This was not expected, since the definitions are different.

It could be that there is a convenience factor at work. The easiest (most convenient) way to respond to multiple survey questionnaires is to repeat a common set of numbers. This could explain the high number of matches for the "librarians" variable, for example.

From the FSCS/PLS perspective, there is some encouraging evidence in these results. For the total staff variable, it is possible that the matches are correct--not all libraries have plant maintenance and operation staff, as indicated by FSCS/PLS dataset. Where the variables were not equal, there were more cases where the FSCS/PLS dataset number exceeded the PLDS number, as was expected based upon the definitions.

Table 3-1. Comparisons of Full-time Equivalent Employment: Public Library Statistics Program Versus Census Bureau Annual Survey of Government Employment

State	1992			1991		
	FSCS	Census Bureau	Percent difference	FSCS	Census Bureau	Percent difference
United States	109,933	95,147	15.5	108,187	95,550	13.2
Alabama	1,261	792	59.3	1,084	748	44.9
Alaska	273	302	(9.7)	257	290	(11.4)
Arizona	1,317	1,195	10.2	1,352	1,164	16.1
Arkansas	572	405	41.2	544	410	32.7
California	10,507	10,686	(1.7)	10,584	11,465	(7.7)
Colorado	1,684	1,473	14.3	1,707	1,338	27.6
Connecticut	1,890	1,448	30.5	1,933	1,473	31.2
Delaware	178	99	79.7	169	94	79.9
District of Columbia	445	443	0.5	461	455	1.3
Florida	4,406	4,312	2.2	4,545	4,132	10.0
Georgia	2,317	2,170	6.8	2,108	2,148	(1.9)
Hawaii	597	612	(2.4)	582	613	(5.1)
Idaho	373	362	3.1	364	320	13.9
Illinois	6,551	6,429	1.9	6,435	6,473	(0.6)
Indiana	3,661	3,895	(6.0)	3,567	3,682	(3.1)
Iowa	1,293	1,277	1.2	1,303	1,281	1.7
Kansas	1,764	630	179.9	1,890	656	188.1
Kentucky	1,153	919	25.5	1,150	964	19.3
Louisiana	1,703	1,672	1.8	1,785	1,575	13.4
Maine	498	272	83.0	485	278	74.4
Maryland	2,641	2,443	8.1	2,764	2,498	10.6
Massachusetts	3,134	3,288	(4.7)	3,123	3,470	(10.0)
Michigan	3,639	3,321	9.6	3,561	3,357	6.1
Minnesota	2,152	2,182	(1.4)	2,079	2,228	(6.7)
Mississippi	725	113	541.6	712	109	552.8
Missouri	2,239	2,219	0.9	2,084	2,244	(7.1)
Montana	265	237	11.9	294	234	25.7
Nebraska	604	584	3.4	603	551	9.5
Nevada	473	485	(2.4)	451	459	(1.8)
New Hampshire	555	481	15.4	550	440	24.9
New Jersey	4,932	3,772	30.8	4,915	4,133	18.9
New Mexico	459	431	6.6	479	437	9.6
New York	11,475	6,452	77.9	11,189	6,382	75.3
North Carolina	2,251	2,069	8.8	2,186	2,081	5.0
North Dakota	188	117	60.9	191	111	72.1
Ohio	8,060	7,234	11.4	7,772	7,067	10.0
Oklahoma	874	722	21.0	923	725	27.3
Oregon	1,164	1,146	1.6	1,174	1,120	4.8
Pennsylvania	4,010	2,051	95.5	3,704	2,238	65.5
Rhode Island	524	322	62.6	509	308	65.2
South Carolina	1,037	961	7.9	995	841	18.3
South Dakota	256	250	2.3	254	241	5.5
Tennessee	1,369	1,167	17.3	1,382	1,091	26.7
Texas	4,882	4,519	8.0	4,467	4,529	(1.4)
Utah	657	666	(1.4)	674	643	4.8
Vermont	222	87	155.4	214	87	146.0
Virginia	2,825	2,727	3.6	2,739	2,633	4.0
Washington	2,573	2,752	(6.5)	2,592	2,807	(7.7)
West Virginia	523	274	90.8	556	272	104.4
Wisconsin	2,481	2,406	3.1	2,448	2,388	2.5
Wyoming	300	276	8.5	299	267	12.0

Sources: "Public Libraries in the United States: 1991" and "1992."
Census Bureau data from Annual Survey of Public Employment for 1991 and 1992.

Table 3-2. Employment Aggregates Reported in FSCS Public Library Statistics Compared to Amounts Reported in State Directories: 1991

State	Amount by state (FTE)							
	ALA-MLS		Total librarians		Other paid employees		Total paid employees	
	FSCS	State directory	FSCS	State directory	FSCS	State directory	FSCS	State directory
California	2,575.4	(X)	3,185.6	(X)	7,396.9	(X)	10,583.9	10,583.9
Florida	1,002.0	1,002.0	1,373.2	(X)	3,172.3	(X)	4,544.6	4,544.5
Georgia	510.0	510.0	543.8	543.8	1,563.9	1,563.9	2,107.7	2,107.7
Illinois	1,301.1	(X)	2,078.2	(X)	4,357.2	(X)	6,434.6	5,896.6
Massachusetts	(X)	(X)	(X)	(X)	(X)	(X)	3,123.0	3,480.0
Minnesota	401.4	391.2	637.7	(X)	1,441.1	(X)	2,078.8	2,186.9
Missouri	251.4	(X)	391.0	(X)	1,693.0	(X)	2,084.0	1,989.8
Texas	1,016.0	1,041.3	1,573.0	1,591.3	2,894.0	3,063.5	4,467.0	4,654.8
Wisconsin	514.5	554.9	1,018.6	1,073.6	1,429.5	1,543.4	2,448.1	2,616.9

Notes on amounts from state directories:
Illinois - Excludes maintenance employees.
Missouri - May not be in FTE.
Texas - Includes both "member" and "non-member" libraries. (Latter's total FTE = 34.7.)
(X) = Not applicable (no data available).
Source: Compiled from individual state library directory reports and "Public Libraries in the United States: 1991" (National Center for Education Statistics)

Table 3-3. Percent Difference in Employment Aggregates, FSCS Public Library Statistics Compared to Amounts Reported in State Directories: 1991

State	Percent difference (FSCS/PLS from state directory) by employment variable			
	ALA-MLS	Total librarians	Other paid employees	Total paid employees
California	(X)	(X)	(X)	0.0
Florida	0.0	(X)	(X)	0.0
Georgia	0.0	0.0	0.0	0.0
Illinois	(X)	(X)	(X)	9.1
Massachusetts	(X)	(X)	(X)	(10.2)
Minnesota	2.6	(X)	(X)	(4.9)
Missouri	(X)	(X)	(X)	4.7
Texas	(2.4)	(1.2)	(5.5)	(4.0)
Wisconsin	(7.3)	(5.1)	(4.0)	(6.5)

(X) = Not applicable (data not available).
Parentheses denote negative
Source: Compiled from statistics in table 2-2.

Table 3-4. Employment Aggregates Reported in FSCS Public Library Statistics Dataset Compared to Amounts Reported in State Directories: 1992

State	ALA-MLS		Total librarians		Other paid staff		Total paid staff	
	FSCS	State directory	FSCS	State directory	FSCS	State directory	FSCS	State directory
Alabama	184.1	188.3	538.2	550.8	723.3	744.0	1,261.5	1,294.7
California	2,950.9	(X)	3,202.2	3,202.0	7,305.0	7,305.0	10,507.2	10,507.7
Idaho	40.1	40.1	143.2	144.2	230.0	230.0	373.2	374.2
Illinois	1,318.8	(X)	2,152.2	(X)	4,400.1	(X)	6,551.5	6,018.7
Massachusetts	(X)	(X)	(X)	(X)	(X)	(X)	3,143.3	3,580.8
Minnesota	374.6	373.6	626.6	(X)	1,525.3	(X)	2,151.8	2,170.6
Missouri	276.7	(X)	447.9	(X)	1,790.7	(X)	2,238.6	2,219.3
Nevada	78.9	(X)	134.3	(X)	338.8	(X)	473.1	478.0
New Hampshire	114.0	114.3	362.7	(X)	192.3	(X)	555.0	555.3
Oklahoma	161.6	160.6	417.2	(X)	456.5	(X)	873.7	818.0
Tennessee	261.7	261.7	482.7	470.5	886.8	885.5	1,369.2	1,356.0
Virginia	649.0	649.0	780.4	789.1	2,044.6	2,035.8	2,824.9	2,824.9
Washington	580.2	(X)	620.9	(X)	1,946.9	(X)	2,572.8	2,377.4
West Virginia	62.1	(X)	254.9	(X)	267.8	(X)	522.9	554.5
Wisconsin	518.0	558.9	1,022.5	1,078.9	1,458.7	1,575.5	2,481.2	2,654.3

Notes on amounts from state directories:
Illinois - Excludes maintenance employees.
Missouri - May not be in FTE.
(X) = Not applicable (no data available).
Source: Compiled from individual state library directory reports and "Public Libraries in the United States: 1992" (National Center for Education Statistics)

Table 3-5. Percent Difference in Employment Aggregates Reported in FSCS Public Library Statistics Dataset Compared to Amounts Reported in State Directories: 1992

State	Percent differnce in variable:			
	ALA-MLS	Librarians	Other paid staff	Total paid staff
Alabama	2.2	(2.3)	(2.8)	(2.6)
California	(X)	0.0	0.0	0.0
Idaho	0.0	(0.7)	0.0	(0.3)
Illinois	(X)	(X)	(X)	8.9
Massachusetts	(X)	(X)	(X)	(12.2)
Minnesota	0.3	(X)	(X)	(0.9)
Missouri	(X)	(X)	(X)	0.9
Nevada	(X)	(X)	(X)	(1.0)
New Hampshire	(0.3)	(X)	(X)	(0.1)
Oklahoma	0.6	(X)	(X)	6.8
Tennessee	0.0	2.6	0.1	1.0
Virginia	0.0	(1.1)	0.4	0.0
Washington	(X)	(X)	(X)	8.2
West Virginia	(X)	(X)	(X)	(5.7)
Wisconsin	(7.3)	(5.2)	(7.4)	(6.5)

Notes on amounts from state directories:
Illinois - Excludes maintenance employees.
Missouri - May not be in FTE.
(X) = Not applicable (no data available).
Source: Compiled from individual state library directory reports and "Public Libraries in the United States: 1992" (National Center for Education Statistics).

Appendix A. Federal State Cooperative System Definitions For Staff Variables: 1990 - 1994

Variable (1)	Reporting year: 1993 (2)	1992 (3)	1991 (4)	1990 (5)
ALA-MLS	*Librarians with master's degrees from graduate library education programs accredited by the American Library Association.*	*Librarians with master's degrees from graduate library education programs accredited by the American Library Association.*	*These are paid librarians with a master of library science degree from programs accredited by the ALA. This category excludes all other librarians.*	*These are paid librarians with a master of library science degree from programs accredited by the ALA. This category excludes all other librarians.*
Librarians	*These are persons who do paid work that usually requires professional training and skill in the theoretical or scientific aspects of library work, or both, as distinct from its mechanical or clerical aspect. This data element also includes ALA-MLS.*	*These are persons who do paid work that usually requires professional training and skill in the theoretical or scientific aspects of library work, or both, as distinct from its mechanical or clerical aspect. This data element also includes ALA-MLS.*	*This is a person who does paid work that requires professional training and skill in the theoretical or scientific aspects of library work, or both, as distinct from its mechanical or clerical aspect. This data element also includes ALA-MLS.*	*This is a person who does paid work that requires professional training and skill in the theoretical or scientific aspects of library work, or both, as distinct from its mechanical or clerical aspect. This data element also includes ALA-MLS.*
Other paid staff	*This includes all other FTE employees paid from the reporting unit budget, including plant operations, security, and maintenance staff.*	*This includes all other FTE employees paid from the reporting unit budget, including plant operations, security, and maintenance staff.*	*This includes all other FTE employees paid from the reporting unit budget, including plant operations, security, and maintenance staff.*	*This includes all other FTE employees paid from the reporting unit budget, including plant operations, security, and maintenance staff.*
Total paid employees	*This is the sum of total librarians and all other paid staff.*	*This is the sum of total librarians and all other paid staff.*	*This is the sum of total librarians and all other paid staff.*	*This is the sum of total librarians and all other paid staff.*

Source: For definitions covering 1993 and 1992--"DECPLUS USER'S GUIDE FOR THE COLLECTION OF DATA UNDER THE FEDERAL-STATE COOPERATIVE SYSTEM FOR PUBLIC LIBRARY DATA,"Version 2.0 (National Center for Education Statistics and National Commission on Libraries and Information Science). For definitions covering 1990 and 1991-- "Public Libraries in the United States 1990" and "1991," (National Center for Education Statistics).

Appendix B. Public Libraries Without Paid Staff in the FSCS Dataset

Library	Location	
	City	State
1991		
Chiniak Public Library	Chiniak	Alaska
Cold Bay Public Library	Cold Bay	Alaska
Seldovia Public Library	Seldovia	Alaska
Ruth Riggs Public Library	Clearwater	Alaska
Hope Community Library	Hope	Alaska
Eagle Public Library	Eagle City	Alaska
Moose Pass Public Library	Moose Pass	Alaska
Cooper Landing Library	Cooper Landing	Alaska
Cordes Lakes Public Library	Mayer	Arizona
Yarnell Public Library	Yarnell	Arizona
Oracle Public Library	Oracle	Arizona
Youngtown Public Library	Youngtown	Arizona
Rim Community Library	Heber	Arizona
South Glastonbury Library	South Glastonbury	Connecticut
East Glastonbury Public Library	Glastonbury	Connecticut
Hartland Public Library	West Hartland	Connecticut
Citrus Springs Memorial	Citrus Springs	Florida
Miccosukee Indian Library	Miami	Florida
Panasoffkee Community Library	Lake Panasoffkee	Florida
Polk City Library	Polk City	Florida
Penn Township Public Library	Pennville	Indiana
Milton Public Library	Milton	Iowa
Laurel Public Library	Laurel	Iowa
Coin Public Library	Coin	Iowa
Birmingham Public Library	Birmingham	Iowa
Waucoma Public Library	Waucoma	Iowa
F. Lee Doctor Public Library, Agra	Agra	Kansas
Entre Nous Club Library, Melvern	Melvern	Kansas
Gaylord Library	Gaylord	Kansas
McDonald Public Library	McDonald	Kansas
Palco Public Library	Palco	Kansas
Selden Public Library	Selden	Kansas
Leon Public Library	Leon	Kansas
Sylvan Grove Public Library	Sylvan Grove	Kansas
Sunshine City Library, Prairie View	Prairie View	Kansas
Bern Community Library	Bern	Kansas
Burns Public Library	Burns	Kansas
Burnley Memorial Library, Cottonwood Falls	Cottonwood Falls	Kansas
Bison Community Library	Bison	Kansas
Dwight Library	Dwight	Kansas
Burr Oak City Library	Burr Oak	Kansas
Parsonsfield Public Library	Limerick	Maine
Anson - Stewart Library	North Anson	Maine
New Portland Community Library	No. New Portland	Maine
Albion Public Library	Albion	Maine
Brownfield Public Library	Brownfield	Maine
Harrison - Bolster's Mills Library	Harrison	Maine
Danforth Town Library	Danforth	Maine
Owl's Head Village Library	Owl's Head	Maine

Appendix B. Public Libraries Without Paid Staff in the FSCS Dataset -- continued

Library	Location	
	City	State
Newfield Village Library	Newfield	Maine
Hollis Center Public Library	Hollis Center	Maine
Hollis - Salmon Falls Village Library	Hollis Center	Maine
Cranberry Isles - Islesford Library	Islesford	Maine
Enfield - Cole Memorial Library	Enfield	Maine
Denmark Public Library	Denmark	Maine
Waterford - Knight Memorial Library	Waterford	Maine
Long Island Community Library	Long Island	Maine
Georgetown - Richards Library	Georgetown	Maine
Monson Free Public Library	Monson	Maine
Stetson Public Library	Stetson	Maine
Searsmont Town Library	Searsmont	Maine
Peru Library	Peru	Massachusetts
Becket Athenaeum, Inc.	Becket	Massachusetts
Lawrence Memorial Public Library	Climax	Michigan
Beaver Crossing Community Library	Beaver Crossing	Nebraska
Minatare Public Library	Minatare	Nebraska
Shubert Library and Museum	Shubert	Nebraska
Lisco Public Library	Lisco	Nebraska
Gresham Public Library	Gresham	Nebraska
Dannebrog Public Library	Dannebrog	Nebraska
Paxton Public Library	Paxton	Nebraska
Primrose Public Library	Primrose	Nebraska
Verdon Public Library	Verdon	Nebraska
Benkelman Women's Club Library	Benkelman	Nebraska
Shelby Public Library	Shelby	Nebraska
Valparaiso Public Library	Valparaiso	Nebraska
Dorchester Community Library	Rumney	New Hampshire
Libbie A. Cass Memorial Library	Springfield	New Hampshire
Thayer Public Library	Ashuelot	New Hampshire
Osceola Library	Waterville Valley	New Hampshire
Haynes Memorial Library	Bristol	New Hampshire
Stewartstown Public Library	West Stewartstown	New Hampshire
Deering Public Library	Hillsboro	New Hampshire
Gilmanton Corner Library	Gilmanton	New Hampshire
Stratford Public Library	Stratford	New Jersey
Swedesboro Public Library	Swedesboro	New Jersey
Glenwood Community Library	Glenwood	New Mexico
Columbus Village Library	Columbus	New Mexico
Mountainair Civic Library	Mountainair	New Mexico
Angel Fire Community Library	Angel Fire	New Mexico
Fluvanna Free Library	Jamestown	New York
Grafton Free Library	Grafton	New York
Kirby Free Library of Salisbury	Salisbuty Center	New York
Livingston County Library System	Avon	New York
Mountainside Free Library	lake George	New York
Finley Public Library	Finley	North Dakota
Glen Ullin Public Library	Glen Ullin	North Dakota
Drake Public Library	Drake	North Dakota
Streeter Centennial Library	Streeter	North Dakota
Rolette Public Library	Rolette	North Dakota
Scranton City Library	Scranton	North Dakota

Appendix B. Pub!!c Libraries Without Paid Staff in the FSCS Dataset -- continued

Library	Location	
	City	State
Waldport P L	Waldport	Oregon
Siletz P L	Siletz	Oregon
Yachats P L	Yachats	Oregon
Irrigon P L	Irrigon	Oregon
Nyssa Public LIbrary	Nyssa	Oregon
West End Book Association	Laurelton	Pennsylvania
Delaware Township Library	Dingmans Ferry	Pennsylvania
Tower=Porter Community Library	Tower City	Pennsylvania
New Albany Community Library	New Albany	Pennsylvania
Manor Public LIbrary	Manor	Pennsylvania
Community Library of West Perry County	Blain	Pennsylvania
Waverly Memorial Library	Waverly	Pennsylvania
WWF Community Library	Worthington	Pennsylvania
Hyde Park Public LIbrary	Hyde Park	Pennsylvania
Santa Anna City Library	Santa Anna	Texas
Waelder Public Library	Waelder	Texas
Sheridan Memorial Library	Sheridan	Texas
Stella Ellis Hart Public Library	Smiley	Texas
Laguna Vista Public Library	Laguna Vista	Texas
Kendall County Library System	Boerne	Texas
Nixon Public Library	Nixon	Texas
Charlie Garrett Memorial Library	Gorman	Texas
Gonzales County Library System	Gonzales	Texas
Harry Benge Crozier Memorial Library	Paint Rock	Texas
Karnes County Library System	Kenedy	Texas
Galveston County Library System	Galveston	Texas
Flatonia Public Library	Flatonia	Texas
Robertson County Library	Franklin	Texas
East Parker County Library	Aledo	Texas
Florence Public Library	Florence	Texas
Athens Town	Chester	Vermont
East Arlington	East Arlington	Vermont
Walden Public LIbrary	Hardwick	Vermont
Hilton Marcy Memorial	Enosburg	Vermont
Andover Public LIbrary	Chester	Vermont
West Burke	West Burke	Vermont
Whiting Free	Whiting	Vermont
Winding Town	West Townshend	Vermont
Granville Public LIbrary	Granville	Vermont
Woodbury Public	East Calais	Vermont
Winhall Memorial	Bondville	Vermont
Hubbardton Community	Bomoseen	Vermont
Riley Wright	Coventry	Vermont
Roger Clark Memorial	Pittsfield	Vermont
Newark Public	West Burke	Vermont
Charles Danforth	Barnard	Vermont
Stockbridge Free Public	Stockbridge	Vermont
Sutton Free Public	Sutton	Vermont
Shrewsbury	Cuttingsville	Vermont
Starksboro Community	Starksboro	Vermont
Island Pond Public	Island Pond	Vermont
Tinmouth	Middletown Springs	Vermont

Appendix B. Public Libraries Without Paid Staff in the FSCS Dataset -- continued

Library	Location	
	City	State
Huntington Public Library	Huntington	Vermont
Tyson	Ludlow	Vermont
Lydia Taft Pratt	West Dummerston	Vermont
Charles D. Brainerd Public	West Danville	Vermont
Isle La Motte Free Public	Isle La Motte	Vermont
Landgrove Public	Londonderry	Vermont
1992		
Seldovia Public Library	Seldovia	Alaska
Gustavus Public Library	Gustavus	Alaska
Fort Yukon Community Library	Fort Yukon	Alaska
Trapper Creek Library	Trapper Creek	Alaska
Ruth Riggs Public Library	Clearwater	Alaska
Cold Bay Public Library	Cold Bay	Alaska
Cooper Landing Library	Cooper Landing	Alaska
Tok Community Library	Tok	Alaska
Chiniak Public Library	Chiniak	Alaska
Eagle Public Library	Eagle City	Alaska
Moose Pass Public Library	Moose Pass	Alaska
Mineral Co S/PL	Creede	Colorado
Penrose LD	Penrose	Colorado
Fletcher Memorial Library	Hampton	Connecticut
East Glastonbury Public Library	Glastonbury	Connecticut
South Glastonbury Public Library	Glastonbury	Connecticut
Hartland Public Library	hartland	Connecticut
Panasoffkee Community Library, Inc.	Lake Panasoffkee	Florida
Citrus Springs Memorial Library	Citrus Springs	Florida
Eagle Public Library	Eagle	Idaho
Ola District	Ola	Idaho
Clarkia District	Clarkia	Idaho
Prairie Free Library District	Mountain Home	Idaho
Priest River Public	Priest River	Idaho
Harristown Twp. Lib.	Harristown	Illinois
Cortland Lib.	Cortland	Illinois
Albany P.L.D.	Albany	Illinois
Milton Public Library	Milton	Iowa
Birmingham Public Library	Birmingham	Iowa
Oxford Public Library	Oxford	Iowa
Laurel Public Library	Laurel	Iowa
Coin Public Library	Coin	Iowa
Vermillion Public Library	Vermillion	Kansas
Ida Long Goodman Memorial Library, St. John	St. John	Kansas
Dwight Library	Dwight	Kansas
Leon Public Library	Leon	Kansas
Clayton City Library	Clayton	Kansas
Gaylord Library	Gaylord	Kansas
Bern Community Library	Bern	Kansas
Selden Public Library	Selden	Kansas
Entre Nous Club Library, Melvern	Melvern	Kansas

Appendix B. Public Libraries Without Paid Staff in the FSCS Dataset -- continued

Library	Location	
	City	State
Gouldsboro - Dorcas Library	Prospect Harbor	Maine
Georgetown - Richards Library	Georgetown	Maine
Enfield - Cole Memorial Library	Enfield	Maine
Hollis - Salmon Falls Village Library	Hollis Center	Maine
Hollis Center Public Library	Hollis Center	Maine
Brownfield Public Library	Brownfield	Maine
Charleston Public Library	Charleston	Maine
Searsmont Town Library	Searsmont	Maine
Anson - Stewart Public Library	North Anson	Maine
Stetson Library	Stetson	Maine
Albion Public Library	Albion	Maine
Cranberry Isles - Islesford Library	Islesford	Maine
Parsonsfield Public Library	Limerick	Maine
Danforth Public Library	Danforth	Maine
Monson Public Library	Monson	Maine
Cushing Public Library	Cushing	Maine
Tolland Public Library	Tolland	Massachusetts
Townsend Public Library	Townsend	Massachusetts
Slate Memorial Library	Turners Falls	Massachusetts
Peru Library	Peru	Massachusetts
Rowe Town Library	Rowe	Massachusetts
Lawrence Memorial Public Library	Climax	Michigan
Paxton Public Library	Paxton	Nebraska
Minatare Public Library	Minatare	Nebraska
Primrose Public LIbrary	Primrose	Nebraska
Shubert Public LIbrary	Shubert	Nebraska
Strang Public Library	Strang	Nebraska
Benkelman Women's Club Library	Benkelman	Nebraska
Gresham Public Library	Gresham	Nebraska
Dannebrog Public Library	Dannebrog	Nebraska
Carleton Public Library	Carleton	Nebraska
Beaver Crossing Community Library	Beaver Crossing	Nebraska
Verdon Public Library	Verdon	Nebraska
Ewing Township Library	Ewing	Nebraska
Farnam Public Library	Farnam	Nebraska
Osceola Library	Waterville Valley	New Hampshire
Libbie A. Cass Memorial Library	Springfield	New Hampshire
Dorchester Community Library	Rumney	New Hampshire
Deering Public Library	Hillsboro	New Hampshire
Haynes Memorial Library	Alexandria	New Hampshire
Gilmanton Corner Library	Gilmanton	New Hampshire
Thayer Public Library	Ashuelot	New Hampshire
Angel Fire Community Library	Angel Fire	New Mexico
Edgewood Community Library	Edgewood	New Mexico
Santa Ana Pueblo	Bernalillo	New Mexico
Blessed Kateri Tekawitha Academy	Thoreau	New Mexico
Columbus Village Library	Columbus	New Mexico
Mountainair Library	Mountainair	New Mexico
Village of Reserve Community Library	Reserve	New Mexico
Valley Public Library	Anthony	New Mexico
Glenwood Community Library	Glenwood	New Mexico
Embudo Valley Community Library	Dixon	New Mexico

Appendix B. Public Libraries Without Paid Staff in the FSCS Dataset -- continued

Library	Location	
	City	State
Livingston County Library System	Avon	New York
Grafton Free Library	Grafton	New York
Kirby Free Library	Salisbury Center	New York
New Woodstock Free Library	New Woodstock	New York
Fluvanna Free Library	Jamestown	New York
Mountainside Free Library	Lake George	New York
Rolette Public Library	Rolette	North Dakota
Watts Free Library	Leonard	North Dakota
Glen Ullin Public Library	Glen Ullin	North Dakota
Hope City Library	Hope	North Dakota
Drake Public Library	Drake	North Dakota
Elgin City Library	Elgin	North Dakota
Irrigon Public Library	Irrigon	Oregon
Yachats Public Library	Yachats	Oregon
Hellerton Area Library	Hellerton	Pennsylvania
Community Library of West Perry County	Blain	Pennsylvania
Manor Public LIbrary	Manor	Pennsylvania
Hyde Park Public LIbrary	Hyde Park	Pennsylvania
West End Book Association	Laurelton	Pennsylvania
Delaware Township Library Association	Dingmans Ferry	Pennsylvania
New albany Community Library	New Albany	Pennsylvania
Tower Porter Community Library	Tower City	Pennsylvania
Stella Ellis Hart Public Library	Smiley	Texas
Laguna Vista Public Library	Laguna Vista	Texas
Hooks Public LIbrary	Hooks	Texas
Mary Ruth Briggs Library	Belton	Texas
Charlie Garrett Memorial Library	Gorman	Texas
Sheridan Memorial Library	Sheridan	Texas
Flatonia Public Library	Flatonia	Texas
Twxline Public LIbrary	Texline	Texas
Woodbury Public	Marshfield	Vermont
Tyson	Ludlow	Vermont
Walden Public	Hardwick	Vermont
Whiting Free	Whiting	Vermont
Tinmouth	Middletwon	Vermont
West Burke	West Burke	Vermont
Winhall Memorial	Bondville	Vermont
Windham Town	West Townshend	Vermont
East Arlington	East Arlington	Vermont
Concord Public	Concord	Vermont
Charles Brainerd Public	West Danville	Vermont
hubbardton Community	Bomoseen	Vermont
Hilton Marcy Memorial	Enosburg Falls	Vermont
Granville Public	Granville	Vermont
Bridport Public	Bridport	Vermont
Athens Town	Chester	Vermont
Andover Public	Chester	Vermont
Albany Town	Albany	Vermont
Brainard Memorial	St. Johnsbury	Vermont
Belcher Memorial	Gaysville	Vermont
Bailey Memorial	North Clarendon	Vermont
Shrewsbury	Cuttingsville	Vermont

Appendix B. Public Libraries Without Paid Staff in the FSCS Dataset -- continued

Library	Location	
	City	State
Ryegate	Ryegate	Vermont
Roger Clark Memorial	Pittsfield	Vermont
Sutton Free Public	Sutton	Vermont
Stockbridge Free Public	Stockbridge	Vermont
Starksboro Public	Starksboro	Vermont
Riley Wright	Coventry	Vermont
Isle La Motte Free Public	Isle La Motte	Vermont
Island Pond Public	Island Pond	Vermont
Huntington Public	Huntington	Vermont
Newark Public	West Burke	Vermont
Lydia taft Pratt	West Dummerston	Vermont
Landgrove Public	Londonderry	Vermont

Source: "Public Libraries in the United States: 1991" (and 1992), (National Center for Education Statistics)

Appendix C. Review of State Library Directories and Reports

State	Year of report	Staff data		
		Contained in state report?	Level of detail	
			Aggregate	Individual
Alabama	1992	Yes	Yes	Yes
Alaska	1993	No		
Arizona	1993	No		
Arkansas	1993	No		
California	1993	Yes	Yes	Yes
Colorado	1993	No		
Connecticut	1993	No		
Delaware	1993	Yes		Yes
District of Columbia	1993	No		
Florida	1992	Yes	Yes	Yes
Georgia	1991	Yes	Yes	Yes
Hawaii	-	No		
Idaho	1992	Yes	Yes	Yes
Illinois	1991-92	Yes	Yes	Yes
Indiana	1989	Yes	Yes	
Iowa	1992	No		
Kansas	1989	Yes		Yes
Kentucky	1991	No		
Louisiana	1992-93	No		
Maine	1991	No		
Maryland	1993-94	No		
Massachusetts	1992-93	Yes	Yes	Yes
Michigan	1992-93	No		
Minnesota	1993	Yes	Yes	Yes
Mississippi	-	No		
Missouri	1993	Yes	Yes	
Montana	1993	No		
Nebraska	-	No		
Nevada	1993	Yes	Yes	Yes
New Hampshire	1992	Yes		Yes
New Jersey	-	No		
New Mexico	1993	No		
New York	1992	No		
North Carolina	-	No		
North Dakota	1991-92	No		
Ohio	-	No		
Oklahoma	1991-92	Yes	Yes	Yes
Oregon	-	No		
Pennsylvania	1993	No		
Rhode Island	-	No		
South Carolina	1992-93	No		
South Dakota	1993	No		
Tennessee	1993	Yes	Yes	Yes
Texas	1991	Yes	Yes	Yes
Utah	1992-93	No		
Vermont	1993	No		
Virginia	1991-92	Yes	Yes	Yes
Washington	1993	Yes		Yes
West Virginia	1992	Yes	Yes	Yes
Wisconsin	1992	Yes	Yes	Yes
Wyoming	1992-93	No		

(X) = not applicable (no data).
Source: Compiled from a canvass of individual state library agency reports (Bureau of the Census).

If yes, 1992 summary statistics reported				FSCS 1992 total paid	Notes	State
Librarians		Other paid	Total paid			
ALA-MLS only	Total					
188.3	550.8	744.0	1,294.7	1,261		Alabama
						Alaska
						Arizona
						Arkansas
(X)	3,202.0	7,305.0	10,507.7	10,507	Report also has 91 data.	California
						Colorado
						Connecticut
					No summary. Not FTE. Totals only.	Delaware
						District of Columbia
1,002.0	(X)	(X)	4,544.5	4,406	1991 FSCS Total = 4545	Florida
510.0	543.8	1,563.9	2,107.7	2,317	1991 FSCS Total = 2108	Georgia
					Listing only.	Hawaii
40.1	144.2	230.0	374.2	373		Idaho
(X)	(X)	(X)	6,018.7	6,551	Also have 1991. Excludes maintenance staff.	Illinois
(X)	(X)	(X)	3,303.1	3,661		Indiana
					Also have 1993 report.	Iowa
					Positions listed. No FTE or totals.	Kansas
						Kentucky
						Louisiana
					No staff statistics.	Maine
						Maryland
			3,580.8	3,143		Massachusetts
						Michigan
373.6	(X)	(X)	2,170.6	2,152	Also have 1991 report.	Minnesota
					Listing only.	Mississippi
(X)	(X)	(X)	2,219.3	2,239	May not be FTE. Also have 1992 report.	Missouri
						Montana
					Printout only.	Nebraska
(X)	(X)	(X)	478.0	473		Nevada
114.3	(X)	(X)	555.3	555	Summed detail manually.	New Hampshire
						New Jersey
					Printout only.	New Mexico
					No staff statistics.	New York
						North Carolina
					Listing only.	North Dakota
						Ohio
					Listing only.	Oklahoma
160.6	(X)	(X)	818.0	874		Oregon
					Listing only.	Pennsylvania
						Rhode Island
					Listing only.	South Carolina
						South Dakota
261.7	470.5	885.5	1,356.0	1,369		Tennessee
1,041.3	1,591.2	3,063.5	4,654.8	4,882	1991 FSCS Total staff = 4467	Texas
						Utah
					No staff statistics.	Vermont
649.0	789.1	2,035.8	2,824.9	2,825		Virginia
(X)	(X)	(X)	2,377.4	2,573	Summed detail manually.	Washington
(X)	(X)	(X)	554.5	523		West Virginia
558.9	1,078.9	1,575.5	2,654.3	2,481	Also have 1991 report.	Wisconsin
						Wyoming

Appendix D. Public Library Staff in the FSCS/PLS Dataset Compared to the Public Library Data Service (PLDS), fo. Selected Public Libraries: 1992

Public Library	State	FSCS/PLS staff reported: ALA-MLS	Librarians	Other paid	Total	PLDS staff reported: Librarians	Other	Total
Anchorage Municipal Libraries	AK	34.62	34.62	73.58	108.2	34	75.5	109.5
Huntsville-Madison County	AL	18.5	27	61.67	88.67	23.6	65.5	89.1
Mobile	AL	24.5	31	90.2	121.2	31	84	115
Central Arkansas Library System	AR	17	17	78	95	18	65	83
Southwest Arkansas Regional Library	AR	2	2	18.8	20.8	2	18.8	20.8
Scottsdale Public Library	AZ	23	26	63.5	89.5	26	63.5	89.5
Phoenix Public Library	AZ	75.1	79.1	210.3	289.4	77.5	192.3	269.8
Yuma County Library District	AZ	10.6	11.4	34.8	46.2	11.2	34.4	45.6
Tempe Public Library	AZ	18	18	43	61	18	43	61
Glendale Public Library	AZ	22.3	25.5	48	73.5	25.5	48	73.5
Mohave County Library District	AZ	4	4	24.1	28.1	4	24.1	28.1
Tucson-Pima Library	AZ	65	71	169.3	240.3	78.5	161.8	240.3
Mesa Public Library	AZ	30	32	65	97	32	65	97
Yolo County Library	CA	7	8	24.93	32.93	8	24.9	32.9
Alameda County Library	CA	66.02	73.58	218.98	292.56	75.5	220.7	296.2
Fullerton Public Library	CA	10.5	17.4	35.5	52.9	17.4	35.1	52.5
Tulare County Free Library	CA	6	7	34.05	41.05	7	34.1	41.1
Thousand Oaks Library	CA	18.5	18.5	56.5	75	18.5	56.5	75
Stockton-San Joaquin County Public Libr	CA	38	38	91	129	39	87	126
Santa Barbara Public Library	CA	13	15	57.75	72.75	15	54.8	68.8
Shasta County Library	CA	2	2	6.5	8.5	2	8	10
Oxnard Public Library	CA	12	12	20.5	32.5	12.5	28	40.5
Kern County Library	CA	30	38.65	77.34	115.99	38.6	99.4	138
Santa Cruz Public Library	CA	18.5	18.5	45.36	63.86	18.5	45.4	63.9
Monterey County Free Libraries	CA	12	14	34	48	14	36.4	50.4
Berkeley Public Library	CA	37.15	37.15	82.98	120.13	37.2	82.9	120.1
County of Los Angeles Public Library	CA	302	302	927	1229	302	927	1229
Hayward Public Library	CA	10.5	13.5	26.15	39.65	13.5	26.2	39.7
Inglewood Public Library	CA	15.7	15.7	34.2	49.9	16.2	35.2	51.4
Escondido Public Library	CA	10.7	10.7	32.3	43	11.4	27.9	39.3
Stanislaus County Free Library	CA	21.5	21.5	59.25	80.75	21.5	59.3	80.8
Oakland Public Library	CA	61.71	62.71	104.42	167.13	64.5	111.1	175.6
Glendale Public Library	CA	31	34	59.3	93.3	34	59.3	93.3
Los Angeles Public Library	CA	341	341	614.75	955.75	342	614	956
Merced County Library	CA	7.3	7.3	31.01	38.31	7.3	31	38.3
Santa Clara County Library	CA	57.5	62.54	156.53	219.07	62.5	150.2	212.8
San Bernardino Public Library	CA	10	17.2	24	41.2	10	41.2	51.2
Napa City-County Library	CA	9	9	24.6	33.6	9	24.6	33.6
Butte County Library	CA	6	6	15.5	21.5	5	15	20
Long Beach Public Library	CA	54	55.7	166.3	222	55.7	150.3	206
Solano County Library	CA	40.5	40.5	77.3	117.8	44	56.3	100.3
Ventura County Library Services Agency	CA	37	45	91	136	45	85	130
Orange Public Library	CA	16.05	18.05	41.98	60.03	16	44	60
Sonoma County Library	CA	42.5	42.5	67.78	110.28	42	54	96
Marin County Free Library	CA	22.9	22.9	42.8	65.7	22.9	40.8	63.7
San Diego Public Library	CA	95.07	100.07	235.64	335.71	100.1	235.6	335.7
San Francisco Public Library	CA	148	148	246.06	394.06	148	237	385
Oceanside Public Library	CA	12	15.5	14	29.5	15.5	24	39.5
Fresno County Public Library	CA	26.33	26.33	76.06	102.39	26.3	90.1	116.4
Ontario City Library	CA	11.5	12.5	51.5	64	12.5	51.5	64
San Diego County Library	CA	39	39	139.51	178.51	42	248	290

Pasadena Public Library	CA	33.25	40.25	80.97	121.22	40.3	80.9	121.2
Auburn-Placer County Library	CA	7.27	7.27	27.45	34.72	7.3	27.5	34.8
San Jose Public Library	CA	115.9	118.9	194.8	313.7	118.9	194.8	313.7
Contra Costa County Library	CA	64	64	98.4	162.4	59	135	194
Torrance Public Library	CA	18.5	20.5	57	77.5	20.5	56	76.5
Riverside City & County Public Library	CA	46.5	46.5	186.17	232.67	47.5	192.8	240.3
Sacramento Public Library	CA	72.5	89	163.75	252.75	89	191.2	280.2
San Mateo County Library	CA	40.45	40.45	65.05	105.5	40.5	65	105.5
Pikes Peak LD	CO	43	43	140	183	43	153	196
Aurora PL	CO	11	15.5	68	83.5	15.5	68	83.5
Adams County Library	CO	5	13.75	31.25	45	13.8	27.5	41.3
Jefferson Co PL	CO	40.5	46.5	123.25	169.75	46.5	123.3	169.8
Arapahoe LD	CO	33.28	33.28	71.46	104.74	38	80	118
Boulder Public Library	CO	15.38	17.38	78.63	96.01	17.4	69.9	87.3
Pueblo LD	CO	9	9	55	64	10	34	44
Weld LD	CO	5	5	21.75	26.75	5	20.7	25.7
Denver PL	CO	70	79	246	325	79	246	325
Silas Bronson Library	CT	17.81	18.75	22.81	41.56	19	23	42
New Haven Free Public Library	CT	23.44	25.31	26.05	51.36	29	23	52
Hartford Public Library	CT	30.1	30.1	75.78	105.88	34	78.1	112.1
District of Columbia Public Library	DC	113	146	299	445	160	215	375
Tampa-Hillsborough County Public Librar	FL	82.5	90.5	158.8	249.3	83	143.5	226.5
Charlotte-Glades Library System	FL	6	8	26	34	30	4	34
Volusia County Public Library	FL	33	60	64.6	124.6	60	64.6	124.6
Alachua County Library District	FL	24.75	30.25	71.98	102.23	29.3	66.5	95.8
Lee County Library System	FL	40.5	41.5	98.5	140	41.5	98.5	140
Pasco County Library System	FL	23	24	82.5	106.5	24	82.5	106.5
Leon County Public Library System	FL	14.5	19.25	45.5	64.75	19.3	45.5	64.8
Hialeah Public Libraries	FL	7	8	18	26	8	17	25
Orange County Library District	FL	57	116	218	334	57	230	287
St. Lucie County Library System	FL	13	18.5	48	66.5	13	53	66
Sarasota County Public Library System	FL	33	38	63	101	35.9	55	90.9
Miami-Dade Public Library System	FL	138	138	397	535	156	455	611
Palm Beach County Public Library	FL	62	62	211.25	273.25	60	215.8	375.8
Seminole County Public Library System	FL	35	37	81	118	37	92	129
Broward County Division of Libraries	FL	91	144	405	549	144	405	549
Central Florida Regional Library System	FL	9	19.75	24.2	43.95	10	29	39
Clearwater Public Library System	FL	17.5	21.5	41.8	63.3	22.5	40.8	63.3
Jacksonville Public Libraries	FL	83	85	184	269	88.5	253.5	342
Manatee County Public Library System	FL	24.5	24.5	38.7	63.2	24.5	34	58.5
Collier County Public Library	FL	11	11	35.5	46.5	11	35.3	46.3
East Central Georgia Regional Library	GA	17	17	67.48	84.48	16	69	85
Chatham-Effingham-Liberty Regional Libr	GA	26.8	26.8	85.35	112.15	27	119	146
DeKalb County Public Library	GA	42.8	42.8	171.08	213.88	47	153.1	200.1
West Georgia Regional Library	GA	7	9	51.52	60.52	9	43	52
Athens Regional Library System	GA	11	13.35	56.5	69.85	14	49	63
Troup-Harris-Coweta Regional Library	GA	8	10	30.79	40.79	8	28.6	36.6
Atlanta-Fulton Public Library	GA	137	137	277	414	144	337	481
Middle Georgia Regional Library	GA	16.5	20.5	59.4	79.9	16	60	76
Sara Hightower Regional Library	GA	4.5	4.5	43.5	48	4.5	43.5	48
Chestatee Regional Library System	GA	5.5	5.5	29.78	35.28	5	27.9	32.9
Clayton County Library System	GA	7	7	43.67	50.67	7	48.3	55.3
Lake Lanier Regional Library	GA	44	44	126.98	170.98	34	137	171
Cobb County Public Library System	GA	44	44	115.5	159.5	44	111.4	155.4
Des Moines Public LIbrary	IA	39.5	40.5	46.56	87.06	40.5	43.1	83.6
Cedar Rapids Public Library	IA	15.45	15.5	58.98	74.48	15.5	59	74.5
Boise Public	ID	15	22	43.64	65.64	21	43.2	64.2

Chicago Public Library	IL	345	345	936.13	1281.13	366.5	743	1109.5
Schaumburg Twp. D.L.	IL	18.21	18.21	104.38	122.59	17.8	86.8	104.6
Rockford P.L.	IL	15	15	72.3	87.3	15	70	85
Monroe County Public Library	IN	26	30	52	81	26	51.2	77.2
St. Joseph County Public Library	IN	28	44	83	127	29	73.5	102.5
Evansville-Vanderburgh County Public	IN	23	46	96	142	23	104	127
Vigo County Public Library	IN	17	27	57	84	28.1	49.3	77.4
Willard Library of Evansville	IN	5	6	7	13	6	5.9	11.9
Indianapolis-Marion County	IN	142	156	258	414	154.1	245.1	399.2
Gary Public Library	IN	13	29	40	69	16	31	47
Porter County Public Library system	IN	6	24	47	71	10	64	74
Allen County Public Library	IN	52	80	181	261	53.4	176.1	229.5
Lake County Public Library	IN	27	55	95	150	26.8	123	149.8
Kansas Public Library, Kansas City	KS	25	33	59.75	92.75	33	59.8	92.8
Johnson County Library, Shawnee Missio	KS	38	82	138	220	43.5	109.3	152.8
Topeka Public Library	KS	21	54	86	140	21	95	116
Wichita Public Library	KS	25	25	81	106	25	81	106
Louisville Free Library	KY	19.2	35	178	213	43	256	299
Lexington Public Library	KY	31	33	91	124	33	82	115
Rapides Parish Library	LA	5.25	8.25	30.6	38.85	4	40.6	44.6
Calcasieu Parish Public Library	LA	5.74	21.7	45.37	67.07	8	64.5	72.5
Lafayette Public Library	LA	10	15	48.49	63.49	11	51	62
St. Tammany Parish Library	LA	9.5	9.5	34.5	44	9.5	34.5	44
Ouachita Parish Public Library	LA	4.75	4.75	65.5	70.25	4.5	63.3	67.8
East Baton Rouge Parish Library	LA	60	156.25	72	228.25	55	151.5	206.5
Jefferson Parish Library	LA	41.9	42.9	177.25	220.15	46.5	123.3	169.8
New Orleans Library	LA	51.5	55	114.45	169.45	51.5	120.9	172.4
Shreve Memorial Library	LA	10	22.5	72	94.5	10	84.8	94.8
Springfield City Library Assoc.	MA	21.56	22.5	55.59	78.09	35	54	89
Worcester Free Public Library	MA	21.88	24.5	40.44	64.94	27	40	67
Samuel S. Pollard Memorial Library	MA	5	8	10.38	18.38	5.5	15.5	21
Boston Public Library	MA	154	172.38	350.38	522.76	197	334	531
Harford County Library	MD	27.58	27.58	95.59	123.17	27.6	92.7	120.3
Carroll County Library	MD	19.2	19.2	102.25	121.45	19.2	102.3	121.5
Annapolis & Anne Arundel County	MD	45	45	186	231	49	176.5	225.5
Montgomery County Library	MD	156.3	156.3	212.2	368.5	156.3	212.2	368.5
Enoch Pratt Free Library	MD	102	102	350	452	102	303	405
Howard County Library	MD	29	29	97	126	29	97	126
Baltimore County Library	MD	77.3	77.3	433.45	510.75	95.8	404.7	500.5
Frederick County Public Library	MD	8.5	8.5	39.31	47.81	8.5	39.3	47.8
Prince Georges County	MD	79.25	79.25	220.5	299.75	79.3	191	270.3
Muskegon County Library	MI	7	9.9	14.25	24.15	7	17	24
Livonia Civic Center Library	MI	22.5	22.5	48	70.5	21	51	72
Monroe County Library System	MI	9	18.35	56.59	74.94	16.5	55.1	71.6
Kent County Library System	MI	32.55	32.55	71.78	104.33	34.6	81.5	116.1
Grand Rapids Public Library	MI	23	25	62.5	87.5	25	62	87
Jackson District Library	MI	9.3	9.3	54.79	64.09	8.5	102	110.5
Kalamazoo Public Library	MI	26.28	26.28	76	102.28	27.4	64.5	91.9
Saginaw Public Library	MI	14.85	15.78	33.85	49.63	15.7	33.8	49.5
Flint Public Library	MI	32	32	56.83	88.83	32	56.8	88.8
Sterling Heights Public Library	MI	13.54	13.54	16.31	29.85	14.4	17.3	31.7
Ann Arbor Public Library	MI	24.3	24.3	46.73	71.03	24.3	57.3	81.6
Genesee District Library	MI	22.2	26.2	24.5	50.7	22.2	24.8	47
Detroit Public Library	MI	189.5	191.5	301	492.5	181	219	400
Bay County Library System	MI	10.06	11.56	45.13	56.69	11.6	41.3	52.9
East Central Regional Library	MN	2	12.3	15.1	27.4	5	22.7	27.7
Minneapolis Public Library	MN	65.72	65.72	279.83	345.55	86.1	209.8	295.9

Anoka County Library	MN	23.2	31.7	51.5	83.2	27	54	81
Pioneerland Library System	MN	3	21.2	31.7	52.9	5	48	52
Dakota County Library	MN	24	37	60.3	97.3	44	65	109
St. Paul Public Libary	MN	34	34	125.5	159.5	30	108.3	138.3
ramsey County Library	MN	11.7	19.4	69.3	88.7	27.9	60.1	88
Lake Agassiz Regional LIbrary	MN	4	13.2	39.6	52.8	8	43.2	51.2
Hennepin County LIbrary	MN	77.7	114	309.7	423.7	111.6	309	420.6
Saint Charles City-County Library	MO	29.6	29.6	62.55	92.15	22.9	72.4	95.3
Springfield-Greene County	MO	14	18	88	106	14	98	112
Daniel Boone Regional Library	MO	16.75	16.75	60.33	77.08	18.8	62.3	81
Saint Louis Public LIbrary	MO	38	46	257	303	46	234	280
Scenic Regional Library	MO	2	3	16.4	19.4	3	15.8	18.8
Kansas City Public Library	MO	36.3	36.3	133.4	169.7	54.5	115	169.5
Saint Louis County Library	MO	38	40	428	468	41	395	436
Mid-Continent Public Library	MO	28	63.5	220.5	284	28	324	352
Jackson-George Regional Library System	MS	10.31	17.81	34.8	52.61	12	47.1	59.1
First Regional Library	MS	11.88	31	4.4	35.4	13	23	36
Parmly Billings Library	MT	5	8	17	25	10	15	25
Wake County Department of Library	NC	39	40	98.03	138.03	40	138	178
Central North Carolina Regional Library	NC	8	8	23.9	31.9	8	23.9	31.9
Public Library of Charlotte & Mecklenburg	NC	72	72	187.6	259.6	72	187.6	259.6
Gaston-Lincoln Regional Library	NC	10	12	54.9	66.9	12	54.9	66.9
Durham County Library	NC	26.25	28.13	70.42	98.55	28.1	70.4	98.5
Rowan Public Library	NC	9.4	11.4	31.96	43.36	11.4	33	44.4
Onslow County Public Library	NC	2	4	33.9	37.9	4	33.9	37.9
Greensboro Public Library	NC	29	32	63.43	95.43	29	66.4	95.4
Asheville-Buncombe Library System	NC	8.43	10.31	55.89	66.2	11	57	68
Randolph Public Library	NC	5	21.4	11.6	33	7	26	33
Cumberland County Public Library & Info.	NC	31	43.8	52.63	96.43	31	65.4	96.4
Forsyth County Public Library	NC	39.5	43.5	54.5	98	43.5	54.5	98
Omaha Public Library	NE	38.8	47.8	79.5	127.3	48.8	75.1	123.9
Lincoln City Libraries	NE	21	24	67.66	91.66	24	69	93
Somerset County Library	NJ	35.9	35.9	68.8	104.7	35.9	64.4	100.3
Camden County Library	NJ	24.6	24.6	64.6	89.2	21	62.1	83.1
Ocean County Library	NJ	75.1	75.1	192.6	267.7	75.1	189.6	264.7
Sussex County Library	NJ	12.5	12.5	46.2	58.7	12.5	46.7	59.2
Mercer County Library	NJ	28.5	28.5	49.5	78	28.5	49	77.5
Atlantic County Library	NJ	22.2	22.2	64.7	86.9	22.2	64.7	86.9
Burlington County Library	NJ	33.2	33.2	93.2	126.4	34	92	126
Las Vegas-Clark County District Library	NV	53	64	189.4	253.4	59	194.4	253.4
Washoe County Library	NV	13	15	82	97	15	84	99
The New York Public Library	NY	574.88	574.88	1674.92	2249.8	409	767	1176
Schenectady County Public Library	NY	24.84	27.47	47.91	75.38	26.5	46.6	73.1
Buffalo & Erie County Library System	NY	105.5	105.5	256.2	361.7	176.1	336.7	512.8
Broome County Public LIbrary	NY	11.73	14.54	31.19	45.73	12.5	36.3	48.8
Onondaga County Public LIbrary	NY	56.52	56.52	139.13	195.65	67.6	166	233.6
Brroklyn Public Library	NY	315	315	644	959	253	705	958
Queesn Borough Public Library	NY	306.2	327.5	638.6	966.1	278	559	837
Cuyahoga County Public Library	OH	143.35	153.85	413.73	567.58	140.4	411.5	551.9
Clark County Public Library	OH	11	17	56.9	73.9	11	47.9	58.9
Columbus Metropolitan Library	OH	131.78	133.78	395.6	529.38	143	385	528
Cincinnati & Hamilton County	OH	164.6	211.7	455.9	667.6	199.7	375.6	575.3
Dayton & Montgomery County Public	OH	54.8	82.2	228.3	310.5	82.2	228.6	310.5
Cleveland Public Library	OH	114	116	428.2	544.2	114	425	539
Medina County District Library	OH	13.69	13.69	52.09	65.78	13.7	50.2	63.9
Youngstown & Mahoning County Public	OH	53	54	143.8	197.8	53	104	157
Clermont County Public LIbrary	OH	19	38	43.3	81.3	19	66	85

Toledo-Lucas County Public Library	OH	102	114.2	220.7	334.9	104	198	302
Mansfield-Richland County Public	OH	15.1	27.1	44.98	72.08	15.1	653.7	80.8
Warren-Trumbull County Public	OH	11	13	48.5	61.5	12	63	75
Lane Public Library	OH	16.94	30.14	47.03	77.17	29.6	41.8	71.4
Metropolitan Library System	OK	42.5	69	102.8	171.8	56.5	144.5	202
Tulsa City-County Library	OK	52	65.25	133.45	198.7	62	145	207
Pioneer Library System	OK	17.5	38.5	39.9	78.4	19	43	62
Jackson Co. Library System	OR	14.5	22.55	37.9	60.45	22.5	37.9	60.4
Salem Public Library	OR	15.2	15.2	44.2	59.4	15.2	44.2	59.4
Eugene Public Library	OR	14	14	36	50	14	33.5	47.5
Multnomah County Library	OR	63.5	63.5	259.5	323	63.5	259.5	323
Dauphin County Library System	PA	13.13	15	53.44	68.44	14	57	71
Osterhout Free Library	PA	5.55	6.48	28.58	35.06	7	35.5	42.5
Bethlehem Area Public LIbrary	PA	9.79	12.07	20.43	32.5	10.1	24.8	34.9
Free Library of Philadelphia	PA	278.44	278.44	540.94	819.38	297	441	738
Chester County Library	PA	10.59	19.95	40.6	60.55	19	47	66
Lancaster County Library	PA	15.5	21.5	33.88	55.38	22	34	56
Scranton Public Library	PA	5.38	9.49	28.21	37.7	8	32	40
Allentown Public Library	PA	11.38	16.63	35.88	52.51	12	35	47
Bucks County Free Library	PA	19.51	20.91	72.63	93.54	25.3	76.1	101.4
Montgomery County-Norristown Public	PA	9.81	16.28	49.21	65.49	15.7	53.3	68.9
Greenville County Library	SC	39.25	39.25	100.48	139.73	39.5	101.9	141.4
Lexington County Public Library	SC	9	27.07	15.95	43.02	9	34	43
Charleston County LIbrary	SC	42.5	42.5	106.8	149.3	42.5	106.8	149.3
Richland County Public Library	SC	37.77	37.77	91.78	129.55	40.3	97.9	138.2
Anderson County Library	SC	7.06	8	17.24	25.24	7.5	18.4	26.9
Florence County Library	SC	6.5	6.5	18.4	24.9	7	19.7	26.7
Spartanburg County Public	SC	16	16	60.69	76.69	16	64.1	80.1
York County Library	SC	7	16.7	17.4	34.1	7	27.1	34.1
Aiken-Bamberg-Barnwell	SC	8	12	27.68	39.68	9	32.1	45.5
Davidson County Public Library	TN	46.5	52	159	211	46.5	145.4	191.9
Shelby County Public Library	TN	93	93	175	268	87	323	410
Chattanooga/Hamilton County Library	TN	20	21	78	99	20	81	101
Knox County Library System	TN	29	29	103	132	29	85	114
Grand Prairie Memorial Library	TX	8	8	12.88	20.88	8	13.9	21.9
Beaumont Public Library System	TX	9	12	25.45	37.45	9	28.5	37.5
Ector County Library	TX	5	8	17	25	5	20	25
Pasadena Public Library	TX	8	10	34.5	44.5	10	34.5	44.5
Abilene Public Library	TX	11.5	11.5	19.25	30.75	12	20.7	32.7
Mesquite Public Library	TX	9.4	12.5	16.1	28.6	12.5	16.1	28.6
Midland County Public Library	TX	7.5	7.5	23.5	31	7.5	23.5	31
Brazoria County Library System	TX	8	17	54.5	71.5	9	62.5	71.5
Fort Bend County Libraries	TX	19	33	57	90	24	63	87
Lubbock City-County Library	TX	17	17	24	41	17	23.5	40.5
Waco-McLennan County Library	TX	9.5	16.5	19	35.5	16.5	18	34.5
Nicholson Memorial Library System	TX	19	21	25	46	21	27	48
Montgomery County Library	TX	8	13	38.6	51.6	13	37	50
Arlington Public Library	TX	16	22.5	40.5	63	16	47	63
Dallas Public Library	TX	126	128.5	332.7	461.2	128.5	332.7	461.2
San Antonio Public Library	TX	66	92	152.5	244.5	92	152.5	244.5
Houston Public Library	TX	160	160	503	663	160	503	663
Fort Worth Public Library	TX	59	59	83.5	142.5	59	83.5	142.5
Austin Public Library	TX	48.75	51.75	170.05	221.8	53.8	172.3	226.1
El Paso Public Library	TX	34	34	78.3	112.3	34	78.3	112.3
Irving Public Library System	TX	25	25	69	94	24.5	49	73.5
Plano Public Library System	TX	24	25	67	92	25	67	92
Amarillo Public Library	TX	16	17	42	59	16	43	59

Bryan Public Library System	TX	9	10	16.75	26.75	10	13.3	23.3
Laredo Public Library	TX	5	6	15	21	5	14	19
Salt Lake City Public Library	UT	22.3	27.3	97.58	124.88	27.3	90.4	117.7
Weber County Library	UT	19	21	30	51	19	27.5	46.5
Davis County Library	UT	6.1	20.9	18.2	39.1	6	33.1	39.1
Salt Lake County Library System	UT	38.11	50.27	138.4	188.67	45.1	43.6	188.7
Norfolk Public Library	VA	21	21	54	75	22	70	92
Jefferson-Madison Regional Library	VA	15.5	15.5	40.5	56	14.5	40.5	55
Henrico County Public Library	VA	39.75	39.75	93.88	133.63	36.8	85.1	121.9
Prince William Public Library	VA	26.3	43.83	116.38	160.21	45.8	118.8	164.6
Roanoke City Public Library	VA	13	17	26.6	43.6	13	30.6	43.6
Fairfax County Public Library	VA	142.2	142.2	365.55	507.75	142.2	365.5	507.8
Portsmouth Public Library	VA	11	11	30	41	11	30	41
Chesapeake Public Library	VA	19	20	66.98	86.98	25	78	103
Virginia Beach Public Library	VA	34	35	158.4	193.4	35	160.4	193.4
Central Rappahannock Regional Library	VA	19.25	19.25	38.37	57.62	19.3	38.4	57.7
Richmond Public Library	VA	32	32	62.5	94.5	38	53.5	91.5
Newport News Public Library System	VA	8.5	8.5	51.5	60	9.5	52	61.5
Alexandria Library	VA	20	20	43	63	20	43	63
Rockingham Public Library	VA	3	5	18	23	5	18	23
Chesterfield County Public Library	VA	14	14	65.27	79.27	14	65.3	79.3
Lonesome Pine Regional Library	VA	3	4	50.5	54.5	4	59	63
Arlington County Department of Libraries	VA	53.7	53.7	76.7	130.4	52.7	77.7	130.4
Spokane Public Library	WA	27	28	73.72	101.72	28	69.7	97.7
Seattle Public Library	WA	115.28	118.78	252.3	371.08	102	236.1	338.4
King County Library System	WA	138	138	319	457	138	319	457
North Central Regional Library	WA	7	7	69.11	76.11	7	60	75
Tacoma Public Library	WA	20	20	124	144	20	119	139
Timberland Regional Library	WA	28.9	30.9	122.23	153.13	28.9	124.2	153.1
Pierce County Rural Library District	WA	24.9	24.9	153	177.9	25	145	170
Mid-Columbia Library	WA	7.6	7.6	30.78	38.38	7.6	30.8	38.4
Kitsap Regional Library	WA	20	20	110	130	21	92	113
Spokane County Library District	WA	19.65	19.65	73.72	93.38	19.7	72.7	92.4
Sno-Isle Regional Library	WA	41.72	42.72	135.43	178.15	42.7	135.4	178.1
Brown County Public Library	WI	11.5	26.8	63.9	90.7	28.3	61.4	89.7
Milwaukee Public Library	WI	108	109	248.5	357.5	109	202.5	311.5
Marathon County Public Library	WI	10.5	11.5	50.55	62.05	11.5	50.6	62.1
Kanawha County	WV	17.19	22.83	74.81	97.62	18	85	103

Source: "Public Libraries in the United States: 1992" (National Center for Education Statistics) and "Statistical Report '93" (Public Library Data Service).

Note: all staff counts are shown in full-time equivalent units.

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